



2024

**ESG SUSTAINABILITY
SUMMARY REPORT**

for the year ended 30 September 2024

ESG Sustainability Summary Report

for the year ended 30 September 2024

Introduction

This Report provides a summary of Astral's ESG-related data. For the comprehensive ESG Sustainability Report, please refer to pages 63 to 130 of our Integrated Report, available on the Group's website www.astralfoods.com.

Astral continues to place high importance on ESG-related matters as part of our culture of caring for our people, the communities in which we operate, and our adherence to good governance practices. Every effort is made to reduce our environmental footprint.

ESG material topics and standards were further refined during the 2024 financial year, bringing about positive environmental impact improvement and conscious social upliftment. Subsequently, the governance control systems that were adopted were successfully streamlined to reporting standards. However, as a Group we acknowledge that this is a journey and that Astral needs to continue its understanding and disclosure of significant ESG impacts to make an informed decision on how long it will take to attain appropriate levels of mitigation.

The Global Sustainability Reporting Standards (GRI), IFRS S1 and S2 are effective from 1 January 2025. Astral being an animal feed, agriculture production and meat processing company, particularly falls under the scope of the IFRS S2 standards. In addition, Astral applies the JSE Sustainability Disclosure Guidance in preparation of the implementation of the above IFRS standards. These standards are aligned with global GRI Standards. Astral includes further disclosures in this report, as aligned with its ESG material risk topics introduced and its implemented ESG risk mitigation framework.

The severe socio-economic challenges faced by many in South Africa, such as high unemployment, poverty, social inequality, limited access to public services and inadequate public infrastructure, emphasise the importance of corporates, like Astral, to subscribe to the Six Capitals model (Financial, Manufactured, Human, Social and Relationship, Natural and Intellectual Capitals). We consider these principles to be the bedrock of our governance, and we endeavour this in all economic activities.

As one of the largest integrated poultry producers in South Africa, our business is dependent on positive relationships with all our stakeholders. Our key activities are animal feed pre-mixes, broiler genetics, sale of day-old chicks and the production and distribution of a variety of fresh, frozen and value-added chicken products. Our ESG business model is on pages 64 and 65 of the Integrated Report. We simply cannot operate as a business without ESG objectives being integrated into our day-to-day operations.

Our employee involvement programme, "20 Keys", enables involvement, ownership and improvement of all business metrics and our governance structures and management as well as Board, ensure that ESG matters are managed and improved.

Environment

Astral acknowledges its responsibility to the environment extends beyond legal and regulatory requirements. Although sustainability poses many challenges, Astral identified many opportunities to proactively ensure the Group's sustainability over the long term. Our sustainability approach enables us to address various stakeholder concerns, especially of potential supply chain disruptions of suppliers as a result of climate change. Astral continues to work proactively with suppliers to source innovative products and services that are aligned with our "better cost strategy". For further details on our environmental impact, please refer to pages 66 to 78 of the Integrated Report.

Social

South Africa is grappling with a turbulent socio-economic landscape marked by deteriorating public infrastructure, inadequate service delivery and unprecedented unemployment rates. As a result, vulnerable communities are experiencing a steady decline in their quality of life. Astral continues to expand its social impact initiatives to support South Africans in need. As a result, numerous communities, thousands of households and key community support institutions are benefiting from Astral's efforts, which are outlined on pages 83 to 87 of the Integrated Report.

Governance

The Group's governance structure and principles are set out on pages 88 to 97 of the Integrated Report. We maintain the highest standards of good governance to promote quality decision making and to ensure these decisions are made and executed within a disciplined framework of policies, procedures and defined delegations of authority.

Changes to the Remuneration Policy regarding ESG

Astral introduced ESG performance hurdles under its Long-Term Incentive (LTI) Policy. These non-financial performance hurdles were introduced for the Executive team and is aligned with the ESG material topics introduced, the ESG risk mitigation framework and the long-term sustainability strategy of the Group. For more information regarding the Remuneration Policy, please see the Remuneration Report pages 105 to 129 of this Integrated Report.

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for the year ended 30 September 2024

General disclosure metrics

	Unit of measure	2024	2023	2022	2021	2020
STANDARD DISCLOSURES						
Stated reporting period of the report	Y/N	Y	Y	Y	Y	Y
Month of financial year end	Y/N	Y	Y	Y	Y	Y
Is the reporting aligned to SASB?	Y/N	N	N	N	N	N
Has the report undergone a process of Independent Third Party Assurance over the Sustainability/ESG Reporting?	Y/N	N	N	N – only reviewed	N	N
If so, by whom?	Name	n/a	n/a	IBIS	n/a	n/a
Is a standalone ESG data table provided – either in the IAR/ESG/Sustainability Report or as a supplemental document?	Y/N	Y	Y	Y	Y	N
Does the report contain a King IV™ compliance checklist?	Y/N	Y	Y	Y	Y	Y
Is the company a signatory of the UN Global Compact?	Y/N	N	N	N	N	N
Is the company a signatory of any industry-specific regulatory body (e.g., ICMM) or the Equator Principles?	Y/N	N	N	N	N	N
Is the company associated with any sustainability initiatives and/or sustainable memberships?	Y/N	N	N	N	N	N
Registered trademarks	Number	11	11	11	11	11
Does the company provide mention of the UN SDGs?	Y/N	Y	Y	Y	Y	N
Do the SDG disclosures extend to one or more of the 169 SDG targets?	Y/N	N	N	N	N	N
Does the company provide targets for one or more of the SDGs?	Y/N	N	N	N	N	N
Does the company provide progress against prior targets for one or more of the SDGs?	Y/N	N	N	N	N	N

Application of JSE Guidance

Core = C

Leadership = L

IR = Integrated Report

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2024

Governance disclosure metrics

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR	
G1 BOARD COMPOSITION									
G1.1 BOARD DIVERSITY									
<i>Composition of the Board and its committees by race, gender, age and where relevant, any under-represented social groups.</i>		C							
▶ HDSA Board members	Number		3	3	3	2	2	Page 17	
▶ Percentage of HDSA Board members	%		30	30	30	30	30	Page 16	
▶ Female Board members	Number		2	2	2	1	1	Page 16	
▶ Percentage of female Board members	%		30	20	20	13	11	Page 16	
G1.2 BOARD COMPETENCE									
<i>Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks, and opportunities.</i>		Qualitative – Y/N	C	Y	Y	Y	Y	Y	Pages 14 and 15
G1.3 BOARD INDEPENDENCE									
<i>The composition of the Board regarding executive or non-executive; independence; tenure on the governance body; and number and nature of each individual's other significant positions and commitments.</i>		C							
▶ Board members	Number		10	10	10	8	9	Pages 14 – 17	
▶ Executive Directors	Number		4	4	4	3	4	Pages 16 – 17	
▶ Percentage of Executive Directors	%		40	40	40	38	44	Page 17	
▶ Non-Executive Directors	Number		6	6	6	5	5	Pages 14 – 15	
▶ Percentage of Non-Executive Directors	%		60	60	60	62	56	Page 17	
▶ Independent Non-Executive Directors	Number		6	6	6	5	5	Pages 14 – 15	
▶ Average length of Executive Director service at financial year-end	Years		12.5	11.5	10.5	12.3	9.5	Page 17	
▶ Average length of Non-Executive Director service at financial year-end	Years		8.2	7.2	6.2	6.4	5.4	Page 17	

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	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
▶ Average age of directors	Years		60.9	59.9	58.9	60.9	58.7	Page 16
▶ Overall Board and Committee meeting attendance	%		98	100	100	100	100	Page 90
▶ Independence of Board Chairman	Y/N		Y	Y	Y	Y	Y	Page 89
▶ Publicly available policy on Board conflicts of interest and PEP ¹	Y/N		Y	Y	Y	Y	Y	Page 89
G2 REMUNERATION <i>How the Remuneration policies for Board members and senior executives relate to their objectives and performance in relation to the delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short and long-term incentives.</i>	Y/N	C						The Remuneration Policy and the implementation thereof are detailed on pages 105 to 129 of the Integrated Report 2024.
G3 ETHICAL BEHAVIOUR G3.1 ANTI-CORRUPTION <i>Total percentage of governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region.</i>	%	C	15	14	17	16	14	Page 101
Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents, and of the outcomes of these activities.	Number and description		0	0	0	0	0	Page 102
A description of (i) the internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; (ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and (iii) the extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms.	Description		Y	Y	Y	Y	Y	Page 102
Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	Description	L	Y	Y	Y	Y	Y	Page 102

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
G4 COMPLIANCE AND RISK MANAGEMENT								
G4.1 INCIDENTS								
Number and nature of significant environmental, social and/or governance-related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies. ²		C						
	Number		1	6	0	0	0	Pages 100 – 102
G4.2 FINES AND MONETARY LOSS								
Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches; and description of plans to address any incidents or breaches. ³		C						
	Number and value							
▶ Total Environmental Incidents (Level 1, 2 and/or 3) ³	Number		1	6	0	0	0	Pages 70 – 78
▶ Total Environmental Fines and/or Non-Compliances ³	Number		1	6	0	0	0	Pages 70 – 78
▶ Total Environmental Complaints ³	Number		0	0	0	0	0	Pages 70 – 78
Additional disclosures								
▶ Department of Employment and Labour audit findings	Number		Nil	Nil	Nil	Nil	Nil	Page 100
▶ B-BBEE Commissioner audit findings	Number		Nil	Nil	Nil	Nil	Nil	Page 100
▶ Child labour deployed	Number		Nil	Nil	Nil	Nil	Nil	Page 100
▶ Client HR audit findings	Number		Nil	Nil	Nil	Nil	Nil	Page 100

ESG Sustainability Summary Report (continued)

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Social disclosure metrics

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
S1 LABOUR STANDARDS								
S1.1 DIVERSITY & INCLUSION								
<i>Percentage of employees per employee category by race, gender, and where relevant other diversity indicators.</i>								
▶ Management (Top and Senior) deemed HDSA	%	C	30	30	30	26	26	Page 100
▶ Management (Top and Senior) who are women	%		24	24	24	22	23	Page 100
▶ Employees who are deemed HDSA	%		94	94	95	95	94	Page 100
▶ Employees who are women	%		49	49	49	51	53	Page 99
▶ Employees who are permanent	Number		9 238	9 226	9 236	9 088	9 067	Page 99
▶ Employees who are deemed 'disabled'	Number		246	253	181	179	152	Page 99
▶ B-BBEE Level	Number		5	6	6	7	8	Page 26 & B-BBEE certificate posted on the Astral website
Additional disclosures								
▶ Male employees in employment	%		51	51	51	49	47	Page 99
▶ Disabled employees in employment	%		2.4	2.4	2.4	1.3	0.8	Page 99
▶ Skilled categories defined as HDSA	%		64	65	59	59	47	Page 100
▶ Semi-skilled categories defined as black	%		98	95	96	95	94	Page 100
▶ Unskilled categories defined as HDSA	%		99	99	100	100	100	Page 100
Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents during the reporting period, noting the investigation status of reported and actual incidents, actions taken, and total amount of monetary losses due to legal proceedings associated with labour law violation, employment discrimination, and/or human rights violations.	Number and description	C	Nil	Nil	Nil	Nil	Nil	Page 100

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for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
S1.4 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING								
<i>Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decisions to form or join a trade union, to bargain collectively or to engage in trade union activities.</i>								
	Qualitative – Y/N	C						
<i>Percentage of total employees covered under collective bargaining agreements.</i>								
▶ Union membership	%		38	37	38	34	34	Page 99
<i>Disclose the extent of major work stoppages (including both strikes and lockouts) due to disputes between the undertaking and its workforce, including the number of major work stoppages, and for each: number of workers involved; length in days of stoppage, reasons, and steps taken to resolve each dispute.</i>								
▶ Total person days lost due to industrial action (i.e. strike action, community unrest) ⁴	Number		Nil	5.2	3.7	8.9	2.8	Page 99
▶ Total person days lost due to industrial action – calculated	%		Nil	Nil	Nil	Nil	Nil	Page 99
Additional disclosures								
▶ Permanent employees belonging to a trade union	Number		3 418	3 377	3 395	3 453	2 983	Page 99
▶ Part time employees belonging to a trade union	Number		402	312	595	470	165	Page 99
▶ Working hours lost due to protected strike action	Number		Nil	Nil	Nil	Nil	Nil	Page 99
▶ Working hours lost due to unprotected strike action	Number		Nil	Nil	172	188	102	Page 99
▶ Trade unions within different operational bargaining entities	Number		17	14	12	9	8	Page 99

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for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
S1.5 CHARACTERISTICS OF EMPLOYEES AND WORKERS IN WORKFORCE								
<i>Describe key characteristics of employees in own workforce, including total number of all employees; permanent employees; temporary employees – with breakdown by race and gender for each.</i>		C						
<i>Describe key characteristics of non-employee workers in the organisation's own workforce, including total number of non-employee workers, noting the most common type of workers and their relationship with the organisation.</i>								
▶ Total number of permanent employees	Number		9 238	9 226	9 236	9 088	9 067	Page 99
▶ Total contract employees	Number		3 055	3 085	3 181	3 095	2 394	Page 99
▶ Total employees operating in South Africa (excluding contracted services ⁵)	Number		12 293	12 311	12 417	12 183	11 461	Page 99
▶ Total employees operating in South Africa (excluding contracted services ⁵)	%		>99%	100	100	100	100	Page 99
▶ Total employees – fixed term (>90 days, but not permanent)	Number		<1%	<1%	<2%	<2%	<4%	
▶ Total employees – temporary (<90 days)	Number		26%	25	26	28	30	
▶ Average length of employee service	Years		≤7	≤7	≤7	≤9	≤9	
S2 COMMUNITY DEVELOPMENT								
S2.1 COMMUNITY HUMAN RIGHTS								
<i>Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.</i>		Qualitative – Y/N						
▶ Human Rights Policy	Y/N		Y	Y	Y	Y	Y	
S2.2 SKILLS FOR THE FUTURE								
<i>Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential.</i>		Qualitative – Y/N						
▶ Total employees trained, including internal and external training interventions	Number	C	3 755	1 629	2 629	2 267	352	Page 101
▶ Employees trained in South Africa	%		100	100	100	100	100	Page 101

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
▶ Employee training spend	R'm		18.4	13.7	11.7	7.1	6.4	Page 101
▶ Training spend in South Africa	%		100	100	100	100	100	Page 101
Additional disclosures								
▶ Employees receiving technical skills training	Number		787	425	790	588	203	Page 99
▶ Employees receiving safety and health training	Number		1 360	984	1 175	1 097	117	Page 99
▶ Employees receiving managerial training	Number		108	48	60	131	Nil	Page 99
▶ Employees receiving leadership and organisational culture training	Number		93	20	267	146	Nil	Page 99
▶ Employees receiving anti-corruption training	Number		1 407	152	337	305	32	Page 99
S2.3 EMPLOYMENT AND WEALTH CREATION								
<i>Total number and rate of employee turnover (for permanent employees) during the reporting period.</i>								
Employee turnover percentage	%	C	9%	12%	9%	8%	6%	
Additional disclosures								
Job opportunities sustained	%		100	100	100	100	100	Page 99
Job opportunities declared redundant	Number		Nil	1	Nil	Nil	Nil	Page 99
New job opportunities created	Number		12	2	148	68	42	Page 99
S2.4 ECONOMIC CONTRIBUTION⁶								
<i>Direct economic value generated and distributed on an accrual basis, covering the basic components of the organisation's operations.</i>								
▶ Total revenue generated	R'm	C	20 480	19 251	19 334	15 866	13 932	
▶ Total revenue generated in South Africa	R'm		20 011	18 758	18 863	15 577	13 622	
▶ Revenue generated in South Africa	%		98	97	98	98	98	
▶ Total taxes paid, inclusive of income tax, royalties, rates & taxes, and all other payments to Government	R'000		62	47	294	136	153	

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
▶ Dividends paid to shareholders	R'000		0	226	457	414	165	
▶ Retained earnings	R'000		5 019	4 226	4 952	4 348	4 305	
▶ Payments to employees relative to dividends paid to shareholders	ratio		n/a	10.4	5.2	4.9	11.8	
▶ Current assets – total	R'000		5 332	5 446	4 890	4 189	3 535	
▶ Current liabilities – total	R'000		3 116	4 286	1 136	2 558	2 063	
▶ Capital investment	R'm		278	398	258	252	454	
▶ CSI/SED expenditures – reported	R'm		5.3	4.8	5.3	5.2	11.8	
▶ CSI/SED spend as a percentage of total revenue	%		<1	<1	<1	<1	<1	
▶ CSI spend as a percentage of net profit after tax (NPAT)	%		<1	<1	<1	<1	<1	
▶ Total CSI and SED spend in South Africa	%		100	100	100	100	100	
▶ CSI and SED spend on:								
▶ Education	R'm		18.4	18.2	21.6	11.1	8.8	
▶ Small Business Development Projects	R'm		16.5	8.9	14.6	20.3	29.4	
▶ CSI spend – calculated and reported	R'm		5.3	4.8	5.3	5.2	11.8	
▶ Enterprise Development Spend (i.e., support for small business)	R'm		7.1	6.2	12.8	18.3	15.3	
Additional disclosures								
Total revenue generated per employee	R'm		1 666	1 564	1 557	1 302	1 231	Page 46
Net PAT per employee	R'000		61	(42)	85	39	49	
Total discretionary/measured procurement spend (South Africa only)	R'bn		19.6	20.0	17.9	n/a	n/a	
B-BBEE procurement spend (South Africa only)	R'bn		16.6	1.9	1.7	n/a	n/a	Page 87
Description of significant identified indirect economic impacts of the organisation.	Qualitative – Y/N	C						

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for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
S3 HEALTH AND SAFETY								
S3.1 WORKPLACE HEALTH AND SAFETY								
<i>Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organisation; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i>								
C								
▶ Fatalities (i.e., injuries on duty leading to death, excluding the deaths of workers not occurring “at work”)	Number		Nil	3	1	3	1	Page 102
<i>Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i>								
▶ Medical treatment cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)	Number		318	177	195	86	102	Page 102
▶ Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	Number		241	223	232	250	310	Page 102
▶ Total recordable injuries, including MTCs, LTIs and Fatalities – calculated	Number		559	403	428	339	413	Page 102
▶ Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) – reported	Number		Nil	0.03	0.01	0.04	0.01	Page 102
▶ LTIFR (i.e., number of LTIs per 200 000 person hours worked) – reported (lost days)	Number		1.44	1.39	1.18	1.70	1.81	Page 102
▶ TRIFR – calculated	Number		1.44	1.39	1.18	1.70	1.81	Page 102
▶ Does the company report a LTIFR and/or TRIFR target?	Y/N		Y	Y	Y	Y	Y	Page 102
<i>An explanation of how the organisation facilitates workers’ access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.</i>								
L								
Employees on HIV/AIDS counselling an education support programmes	Number		1 658	1 799	1 650	1 144	998	Page 100

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	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
Employees on the medicine dispensation programme	Number		608	784	785	694	628	Page 100
Employees on the health screening programme	Number		9 094	9 336	9 102	8 774	9 867	Page 100
Employees on the winter wellness programme	Number		10 851	11 225	10 858	10 776	6 211	Page 100
Employees and family members partaking on the Ask Nelson EAP programme ⁶	Number		382	510	350	58	Nil	Page 100
Employees registered on the Crisis-on-Call emergency support programme	Number		228	223	228	Nil	Nil	Page 100
S4 CUSTOMER RESPONSIBILITY								
S4.3 CONSUMER DATA AND PRIVACY								
<i>A description of the mechanisms and steps taken to ensure the privacy of consumer data. Employees trained on POPI compliance</i>	Qualitative – Y/N	C	53	58	30	Nil	Nil	Page 102
Number of substantiated complaints received regarding breaches of customer privacy.	Number		Nil	Nil	Nil	Nil	Nil	Page 102

Environmental disclosure metrics

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
E1 CLIMATE CHANGE								
ESG policy in place	Qualitative – Y/N	C	N	N	N	N	N	
Climate change risk assessment	Qualitative – Y/N		Y	N	N	N	N	Page 71
ESG included in service level agreements with suppliers	Y/N		Y	Y	N	N	N	Page 113
E1.1 GHG EMISSIONS								
<i>Absolute gross greenhouse gas emissions expressed as metric tonnes of CO₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 1, Scope 2 and Scope 3</i>	tCO ₂ e	C						
▶ Scope 1 (direct emissions – mobile and stationary fuels)	tCO ₂ e		178 019	199 541	195 467	184 272	180 049	Page 69

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	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
▶ Scope 2 (indirect emissions)	tCO ₂ e		294 363	285 899	336 515	340 448	339 539	Page 69
▶ Scope 3	tCO ₂ e		N/A	N/A	N/A	N/A	N/A	
Additional disclosures								
Scope 1 direct emissions per fuel source:	tCO ₂ e							
Coal	tCO ₂ e		139 185	144 810	160 971	154 541	153 107	Page 77
LPG	tCO ₂ e		17 774	17 313	22 680	20 890	16 809	Page 77
Diesel	tCO ₂ e		21 060	37 419	11 817	8 840	10 133	Page 77
Scope 2 indirect emissions per source:	tCO ₂ e							
Electricity	tCO ₂ e		294 363	285 899	336 515	340 448	339 539	Page 77
Material environmental aspects – direct and indirect emissions	tCO ₂ e		472 382	485 440	531 982	524 720	519 588	Page 77
Material environmental aspects – non-accumulative – energy efficiency/energy saved	GJ		2 450	49 899	51 023	53 916	20 268	Page 69
Material environmental aspects – carbon emission reduction	tCO ₂ e		544	5 740	9 769	9 670	6 024	Page 69
Coal	tCO ₂ e		79	3 876	2 301	2 710	0	Page 69
LPG	tCO ₂ e		0	0	0	0	0	Page 69
Diesel	tCO ₂ e		0	0	0	0	0	Page 69
Electricity	tCO ₂ e		465	1 864	7 468	6 960	6 024	Page 69
Carbon Tax	R'000		0	7 172	7 000	6 799	6 369	Page 70
Scope 1 – direct carbon emissions per person hour worked	tCO ₂ e/ person hour		0.008	0.008	0.008	0.007	0.008	Page 70
Scope 2 – indirect carbon emissions per person hour worked	tCO ₂ e/ person hour		0.013	0.011	0.014	0.014	0.015	Page 70
Scope 1 and Scope 2 – direct and indirect carbon emissions per person hour worked	tCO ₂ e/ person hour		0.021	0.019	0.022	0.021	0.023	Page 70

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	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
Stationery fuels								
Coal	GJ		1 566 590	1 629 897	1 811 796	1 739 426	1 723 281	Page 70
Coal used per bird	GJ/bird		0.0055	0.0063	0.0060	0.0062	0.0064	Page 70
Coal used per ton of birds slaughtered	GJ/ton of birds slaughtered		3.1	3.1	3.3	3.5	3.6	Page 70
Coal saved due to conservation and efficiency improvements	GJ		884	43 628	25 896	30 498	0	Page 70
LPG	GJ		275 509	268 347	351 640	323 915	267 433	Page 70
Mobile fuels								
Diesel ⁷	GJ		291 815	518 458	180 206	134 794	137 193	Page 70
E1.2 ENERGY MIX								
<i>Material direct energy use and share of energy usage by generation type</i>								
	GJ	C	2 133 914	2 416 702	2 343 642	2 198 1315	2 127 907	Page 69
▶ Material direct energy consumption per bird	GJ/bird		0.0075	0.0094	0.0077	0.0078	0.0079	Page 69
▶ Material direct energy consumed per ton of birds slaughtered	GJ/ton of birds slaughtered		4.2	4.6	4.3	4.4	4.5	
▶ Total electricity self-generated from renewable sources	%		0.001	0.017	0.001	0.001	0.001	Page 69
▶ Total volume of diesel consumed	KL		7 984	14 185	4 930	3 638	3 753	
▶ Total volume of petrol consumed	KL		229	104	137	96	110	
E2 WATER SECURITY								
E2.1 WATER USAGE								
<i>Total water consumption from all areas, and from areas with water stress.</i>								
	KL	C						
▶ Water consumption	KL		6 707 791	6 204 507	6 480 689	6 102 502	5 759 399	Page 70
▶ Water consumption per bird	KL/bird		0.0236	0.0241	0.0214	0.0217	0.0214	Page 70
▶ Water consumption per ton of birds slaughtered	KL/ ton of birds slaughtered		13	12	12	12	12	

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
▶ From dams and boreholes	KL		1 631 439	874 028	1 300 794	1 217 139	1 269 534	Page 70
▶ From municipal sources	KL		5 076 352	5 330 479	5 179 895	4 885 363	4 489 865	Page 70
Additional disclosures								
▶ Non-accumulative – water saved due to conservation and efficiency improvements	KL		3	87	2 251	2 581	2 510	Page 70
▶ Recycled water ⁸	KL		620 096	1 540 699	895 991	946 690	1 084 997	Page 70
▶ Recycled water as a percentage of total water	%		9	25	14	16	19	Page 70
▶ Water treated to potable standards ⁹	KL		211 305	705 049	267 779	615 667	377 518	Page 70
▶ Potable water as a percentage of total water	%		3	11	4	10	7	Page 70
E4 POLLUTION AND WASTE								
E4.1 SOLID WASTE								
▶ Waste to landfill	Tons		4 910	9 071	6 727	6 394	7 375	Page 70
▶ Hazardous waste disposed	Tons		24	49	50	24	14	Page 70
▶ Litter	m ³		431 224	371 892	419 685	418 872	399 891	Page 70
▶ Litter diverted from disposal	m ³		429 618	363 407	416 479	416 175	397 646	Page 70
▶ Waste to rendering plant	Tons		11 261	16 757	12 469	11 419	8 004	Page 70
▶ Waste to rendering plant diverted from disposal	Tons		7 178	10 236	10 698	11 037	n/a	Page 70
▶ Hatchery waste	Tons		45 984	25 032	26 934	19 742	4 913	Page 70
▶ Hatchery waste diverted from disposal	Tons		40 519	3 165	14 733	9 282	2 339	Page 70
▶ Farm waste	Tons		12 492	25 887	14 027	14 715	n/a	Page 70
▶ Farm waste diverted from disposal	Tons		12 408	25 498	13 600	8 096	n/a	Page 70
▶ Waste diverted from disposal as percentage of total waste	%		97	90	97	97	97	Page 70

ESG Sustainability Summary Report (continued)

for the year ended 30 September 2024

	Unit of measure	Leadership/ Core	2024	2023	2022	2021	2020	Reference in IR
Additional disclosure								
▶ Packaging material	Tons		7 707	10 507	11 439	9 445	9.376	Page 70
▶ Packaging material waste	Tons		400	1 283	1 181	1 055	1.020	Page 70
▶ Recycled – packaging material recycled	Tons		768	678	679	545	490	Page 70
E4.4 WATER POLLUTION								
▶ Water discharged	KL		2 648 138	2 789 080	2 829 661	2 736 850	2 641 758	Page 70
▶ Number of significant spills	Number		0	0	0	0	0	Page 70
▶ Water and effluent discharged per bird slaughtered	L		13.44	16.06	9.33	9.71	9.82	Page 70

1. PEP: Politically Exposed Person
 2. Penalties charged by Ekurhuleni Municipality to Festive for high volumes of suspended solids found in water samples.
 - Sustainability projects implemented are aligned with our vision and strategic goals.
 - Operation action plans are aligned with strategic action plans and through participative management practices, strategic goals are realised.
 - Business units and various stakeholders work closely together to implement projects.
 3. Refers to the above – these are not additional incidents or fines.
 4. The number of person days lost due to community unrest for 2021 was high due to the KwaZulu-Natal looting incident.
 5. Total number of employees excludes contracted services.
 6. Please refer to page 136 of the Integrated Report 2024 for a five-year financial summary.
 7. Diesel consumption was exceptionally high as a result of the high levels of loadshedding throughout the 2023 financial year.
 8. Recycled water is dependent on the volume of water required to treat water to potable standards as per note 9 below.
 9. Water treated to potable standards is dependent on the lower cost of water supplied by Lekwa Municipality.
- N/A Not Applicable
n/a Not measured previously

