

C O N T E N T S

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4. Social investment

Our people, our communities, our environment

Social investment

Our people, our communities,
our environment

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Freedom of association

Employees are at liberty to join any organisation, forum or trade union if they so wish. Currently, approximately 22% of our employees belong to trade unions. Employees elect colleagues who represent them in *bona fide* consultative forums. The forums meet regularly and provide a platform for formal worker representation in decision-making.

Employee benefits

Afrox provides a range of benefits that go beyond those that are legally mandated. These benefits include the provision, at some but not all sites, of primary care clinics and canteens. In addition, all employees have access to: HIV/Aids guidance, treatment and assistance, paid maternity leave, disability grants, medical aid, pension and provident funds, a wellness programme for all staff,

DIY loans, first-time homeowners' assistance, bond subsidies, educational assistance that exceed the Basic Conditions of Employment Act, and staff discounts for Afrox products.

Social responsibility

Afrox takes seriously the influence and impact its business has on society, the economy and the environment. This is reflected by the company's selection as one of 61 companies in 2008 to be included in the JSE's Socially Responsible Investment (SRI) index. Corporate social investment (CSI) is an inherent part of how Afrox does business.

Economically and socially strong communities enhance Afrox's success, and its CSI strategy is aligned to long-term business objectives. Afrox programmes include:

- Community Involvement Programme (CIP) – the high-light being Bumbanani Day;
- Donations programme;
- and Educational support for underprivileged learners.





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CIP

This is a comprehensive hands-on CSI programme based on empowerment, consultation and partnerships with financial support from the company. Employees volunteer their time and talents to help their local communities. The CIP is an employee-driven initiative which now supports and manages 81 projects offering help to 8 000 disadvantaged children throughout South Africa and in 13 other African countries.

Afrox employees celebrate annually with the community homes they support through the community involvement programme. This one-day event is known as Bumbanani Day – meaning, “let’s build together”. Functions are held throughout sub-Saharan Africa.

Donations Programme & Educational Support

Afrox donates 1% of its after tax earnings. In 2008, donations amounted to R6 million. Donations are governed by a formal policy that has as its theme “investing in the future” with emphasis on “our children, their education and their environment”. Afrox’s managing director chairs a committee that meets quarterly to

allocate funds to charitable institutions. As in previous years, no donations are made to any political party either in South Africa or the African countries in which we operate.

Afrox gives financial support to a number of initiatives whose objectives benefit society. These include the National Business Initiative, the Business Trust, South African Foundation, Free Market Foundation of South Africa, the World Wildlife Fund of South Africa and the Endangered Wildlife Trust.

The Environment

The protection of the environment is a high priority. The company is committed to minimise the environmental impact of products, to conserve natural resources, to prevent pollution and to comply with all internal company standards and external regulations. Company standards cover all operational aspects and activities that could affect the safety and health of people and the environment.

