

# Environmental Sustainability Policy

Company	Redermis (Pty) Limited
Chair - Redermis Environmental Committee	R. L. Bryne
Dates of First and Subsequent Policy Approvals	2013; 2018
Last Approved Review	January 2018
Review Cycle	Every 5 years
Next Review Date	2023

## POLICY PARTICULARS

Policy Title	ENVIRONMENTAL SUSTAINABILITY POLICY
Policy Statement  (State in a single paragraph the policy mandate and how this relates to the Redermis Mission and Vision)	Redermis (Pty) Limited (“Redermis” or the “Company”) recognises its integral relationship with the socio-economic and biophysical environment, and that embracing sustainability as a critical focus of its operations and decision-making as well as in healthcare, medical scientific research and community engagement, will improve human well-being and environmental health within the Company and in the broader community. This policy embraces a social-ecological interpretation of sustainability where practices and actions are viewed in terms of their benefit with regard to protecting and improving the well-being of interacting social elements - including quality of life, cultural, economic and political concerns, and biophysical elements – including the natural and built environments. Redermis is committed to enhancing the environmental focus of all of its activities, reducing its ecological footprint in terms of fixed capital and use of goods and services, facilitating more sustainable energy, waste and water management and usage strategies, and actively engaging with others to promote environmental sustainability
Reason for Policy	Redermis aims towards environmental sustainability best practice.
People affected by this Policy	All areas of the Company.
Who should read this Policy (People who need to heed this policy to fulfil the duties)	All Company employees.
Policy website address	<a href="http://www.redermis.com/">www.redermis.com/</a>

## RELATED DOCUMENTS FORMS AND TOOLS

The Constitution of the Republic of South Africa (1996) – with special reference to section 24 – as well as the National Environmental Management Act 107 of 1998 (NEMA), National Water Act 36 of 1998 (NWA), Conservation of Agricultural Resources Act 43 of 1983 (CARA) and associated legislation, and the recommendations in the third Report on Governance in South Africa (King III) and National Climate Change Response White Paper (2011).
Forms and Tools (documents to be completed in support of this policy implementation)
Policy template for the policy itself.
Documents pertaining to procedures for implementation, as well as monitoring and evaluation, to be developed and negotiated with stakeholders, following approval of this policy.

## POLICY DEFINITIONS

(Technical or Conceptual terms used in the policy)

TERMS & DEFINITIONS
<b>Sustainability:</b> this policy embraces a social-ecological interpretation of sustainability where practices and actions are viewed in terms of their benefit with regard to protecting and improving the well-being of interacting social elements – including quality of life as well as cultural, economic and political concerns – and biophysical elements of the environment – including natural resource conservation and waste emission minimization.
<b>Efficient:</b> refers to the adoption of sustainable approaches – including reduced levels of detrimental or polluting inputs – in order to maximise technical and environmental efficiency and hence a sustainable carrying capacity. Benefits include enhanced reputation of the Company, long-term cost-savings through improved efficiencies, and improving employee and community health and well-being.
<b>Responsible:</b> refers to the principle of corporate environmental responsibility and associated requirements, namely, to support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.
<b>Pollution:</b> refers to the act or process of discharging harmful waste substances that contaminate water, soil or air.
<b>Hazardous:</b> refers to anything that poses a potential or substantial threat to human health or the environment, even in low concentrations.
<b>Carbon footprint:</b> a broad measure of the impact of operational activities on climate change. It relates to the quantity of greenhouse gases produced through burning fossil fuels for electricity and travel, and through use of carbon products such as paper. The carbon footprint is a measure of all greenhouse gases produced and is expressed as tonnes of carbon dioxide equivalents per annum (abbreviated as CO <sub>2</sub> -e).
<b>Ecological footprint:</b> a measure of operational demand in relation to the capacity of the environment to supply natural capital, without causing environmental degradation. It represents the amount of biologically productive land and sea area necessary to supply the resources a population consumes, and to assimilate associated waste produced by the same population.
<b>Water footprint:</b> the total volume of water consumed in running the Company.
<b>Waste footprint:</b> the amount of waste generated, including packaging materials and food waste, in terms of left over items that are not reused, recovered or recycled.

## PRINCIPLES GOVERNING THIS POLICY

OVERVIEW
The principle of corporate environmental responsibility and associated requirements, namely, to support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.
Redermis strives to carry out the following, as far as is reasonably practicable and affordable:
<b>1. SUSTAINABILITY EDUCATION AND RESEARCH:</b> Promote, support and expand initiatives and programmes that lead to improved understanding, development and implementation of sustainability education and research across all faculties and disciplines.
<b>2. WATER SUSTAINABILITY:</b> Promote opportunities, initiatives and measures that result in efficient management of the Company's water resources, reduced use of mains water, and reduced pollution entering watercourses via storm water drains and sewers, in order to minimise the Company's water footprint and improve the sustainability of increasingly scarce water resources.
<b>3. ENERGY SUSTAINABILITY:</b> Promote opportunities, initiatives and measures that enable the Company to manage and use its power supply efficiently, optimise and control the use of energy in order to minimise its carbon footprint, in line with national and international emission reduction targets.

<p><b>4. SUSTAINABLE WASTE MANAGEMENT:</b> Promote opportunities, initiatives and measures that enable the Company to minimise its waste generation wherever possible, promote re-use, recycling and composting, and apply responsible hazardous waste management, in order to minimise its waste footprint.</p>
<p><b>5. BIODIVERSITY:</b> Promote opportunities, initiatives and measures to conserve biodiversity and enhance ecosystem functioning, and reduce the Company's ecological footprint.</p>
<p><b>6. SUSTAINABLE TRAVEL:</b> Promote opportunities for sustainable travel, including efficient public and communal transport, cycling and walking, in order to minimise greenhouse gas emissions and reduce traffic and parking congestion.</p>
<p><b>7. ORGANISATIONAL SUSTAINABILITY:</b> Integrate development where possible with good municipal planning processes. Include environmental scoping in development plans and adopt sustainable building best practice wherever possible.</p>
<p><b>8. SUSTAINABLE PROCUREMENT:</b> Promote opportunities for sustainable procurement by purchasing products and contracting services that will assist in reducing the Company's environmental impact.</p>

## PROCEDURES FOR IMPLEMENTING THIS POLICY

(Actions and processes by which the objectives of the policy will be achieved.)

<p><b>DIRECTIVE 1</b></p> <p>SUSTAINABILITY EDUCATION &amp; RESEARCH. Redermis initiates and develops where appropriate the environmental and sustainability focus for its operations and research.</p>
<p><b>DIRECTIVE 2</b></p> <p>WATER SUSTAINABILITY. Redermis aims to implement water sustainability measures to reduce its water footprint, including:</p> <ul style="list-style-type: none"> <li>2.1 Monitoring and minimising the Company's water consumption.</li> <li>2.2 Reviewing opportunities for reducing the use of mains water wherever feasible.</li> <li>2.2 Promoting water efficiency practices to all the Company's stakeholders.</li> </ul>
<p><b>DIRECTIVE 3</b></p> <p>ENERGY SUSTAINABILITY. Redermis aims to implement energy sustainability measures to reduce its carbon footprint, including:</p> <ul style="list-style-type: none"> <li>3.1 Monitoring and minimising the Company's electricity consumption.</li> <li>3.2 Implementing the best available energy technology for all new equipment and structures used by the Company wherever possible and affordable.</li> <li>3.3 Promoting electricity efficiency practices and reduction of the Company's carbon footprint to all stakeholders.</li> </ul>
<p><b>DIRECTIVE 4</b></p> <p>SUSTAINABLE WASTE MANAGEMENT. Redermis aims to implement sustainable waste management, including:</p> <ul style="list-style-type: none"> <li>4.1 Minimising (reduce and/or recycle) wherever possible the Company's solid and liquid waste streams at all discharge points.</li> <li>4.2 Using recycled products wherever feasible.</li> <li>4.3 Identifying, minimising and/or eliminating any and all hazardous wastes.</li> </ul>

- 4.4 Applying systems for safe and environmentally responsible disposal of wastes (medical hazardous and general) that cannot be re-used or recycled.
- 4.5 Working towards minimising paper use through promotion of double-sided printing and use of online systems, iPads and other efficient technologies.
- 4.6 Promoting waste reduction practices to all the Company's stakeholders.

**DIRECTIVE 5**

BIODIVERSITY CONSERVATION. Redermis supports biodiversity conservation, to reduce its ecological footprint, including:

- 5.1 Minimising wherever possible the Company's impact on natural ecosystems.
- 5.3 Promoting biodiversity conservation to all the Company's stakeholders.
- 5.4 Promoting the reduction of the Company's ecological footprint to all stakeholders.

**DIRECTIVE 6**

SUSTAINABLE TRAVEL. Redermis promotes sustainable travel, including:

- 6.1 Supporting the use, wherever possible, of efficient public and communal transport, bicycles and walking, and car sharing – especially with regards to work-related travel and use of Company vehicles.
- 6.2 Discouraging unnecessary use of both private and Company vehicles during the day, thus reducing traffic and parking issues.
- 6.4 Promoting sustainable practices and invest in technologies required for Company stakeholders to engage in practices such as Skype meetings and video conferencing.
- 6.5 Encouraging Company stakeholders using air travel to purchase carbon emission offsets.

**DIRECTIVE 7**

ORGANISATIONAL SUSTAINABILITY. Redermis promotes organisational sustainability, including supporting integrated planning on a Company-wide basis in order to harmonise the natural and the built environment, and create spaces that are ecologically and socially acceptable to all.

**DIRECTIVE 8**

SUSTAINABLE PROCUREMENT. Redermis promotes sustainable procurement, including supporting opportunities for sustainable procurement by purchasing products and contracting services that will assist where possible in reducing the Company's environmental impact. "BUY LOCAL" is a key message here.

**DIRECTIVE 9**

COMMUNICATION. Redermis features environmental and sustainability concerns in the context of the Company's communications, including stakeholder and media engagement; and involvement – encouraging colleagues to play a greater role in the implementation, maintenance and assessment of the policy.

**DIRECTIVE 10**

MONITORING AND LIAISON. Redermis monitors environmental and sustainability concerns by a process of listening and acting on concerns, wherever possible, and promoting a positive culture of continual environmentally conscious improvement.

## RESPONSIBILITIES

The key responsibilities of each party regarding this policy are as follows:

ROLE	RESPONSIBILITY
<p><b>ROLE 1</b></p> <p>ENVIRONMENTAL SUSTAINABILITY LEADERSHIP:</p>	<p>Company senior management addresses environmental and sustainability concerns as follows:</p> <p>1.1 Continue to uphold the Company’s environmental responsibilities in its vision and mission statement, “to play a leading role in establishing a culture of environmental concern by actively pursuing a policy of environmental best practice”.</p> <p>1.3 Promote an environment which is healthy, safe and conducive to excellent customer experience and provides good working conditions.</p>
<p><b>ROLE 2</b></p> <p>ENVIRONMENTAL SUSTAINABILITY OPERATIONS:</p>	<p>Company Operations.</p> <p>Redermis manage the implementation of the principles governing this policy as applicable to infrastructure, operations and finance.</p>
<p><b>ROLE 3</b></p> <p>ENVIRONMENTAL SUSTAINABILITY RESEARCH:</p>	<p>Company Research.</p> <p>Redermis initiates and develops, where appropriate, the environmental sustainability focus and content in operations and research.</p>

<p><b>ROLE 4</b></p> <p>ENVIRONMENTAL SUSTAINABILITY POLICY LIAISON:</p>	<p>Company Environmental Committee.</p> <p>Redermis Environmental Committee provides a forum for review of the policy; liaison is initiated and input coordinated – according to the requirements of all Company policies – as follows:</p> <p>4.1 Draw on assistance from expert individuals within the Company, and invite consultation with key stakeholders.</p> <p>4.2 Actively seek out and learn from the best practices of other entities and institutions engaged in similar fields of activity.</p> <p>4.3 Receive input and recommendations, reach consensus on key concerns, thus assisting in creating a strong unity of purpose.</p> <p>4.4 Promote sustainability best practice through, amongst others, encouraging others by both individual and collective example.</p>
--	---

## CONTACTS

Direct any questions about the policy to [info@redermis.com](mailto:info@redermis.com)

## REVIEW PROCEDURE

<a href="#">Actions and processes by which the policy will be reviewed</a>
Redermis Environmental Committee will regularly review this Policy as may be required by legislation, organizational changes and other considerations, or at least every five years. The committee will use the Company procedures, protocols and templates and the revision process will involve consultation with key stakeholders in order to receive input and recommendations, reach consensus on key concerns, and achieve a strong unity of purpose.
Communication of the review process

END