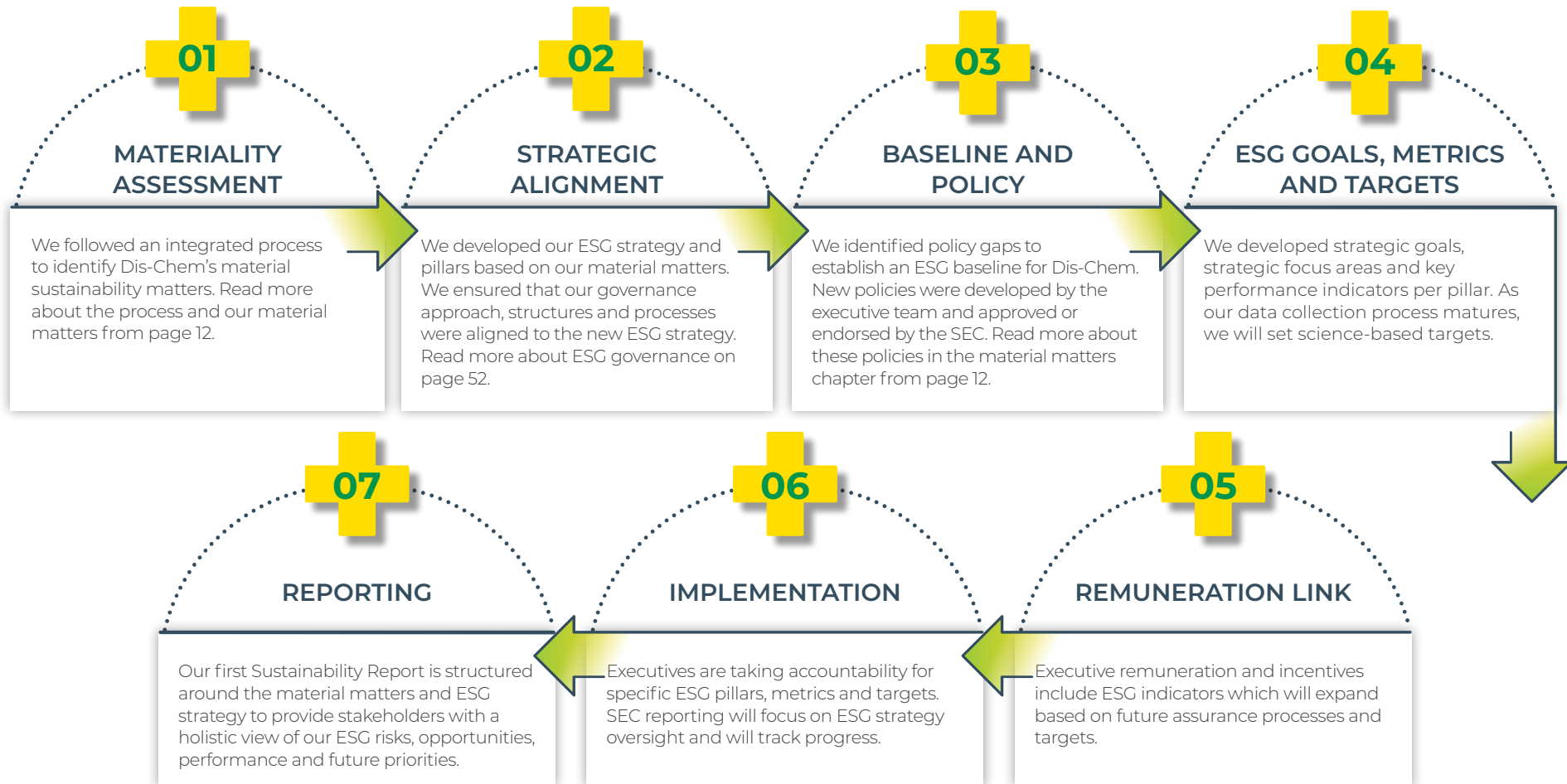


OUR ESG STRATEGY AND PILLARS

In the past year, Dis-Chem strengthened its ESG governance with the appointment of an ESG Executive to effectively drive the ESG strategy development process and subsequent implementation.

Our ESG strategy development process summary



OUR ESG STRATEGY SUMMARY

BETTER HEALTH STARTS HERE					
Strategic pillars	Our people are our biggest asset	Taking care of our planet	Being there for our customers	Getting involved in our communities	Confidence in our supply chain
Strategic goals	Build an inclusive, safe and prosperous workplace	Minimise the impact of our operations on the environment	Customer-centric service offering	Invest in communities we operate in	Promote a responsible supply chain
Strategic ESG focus areas	<ul style="list-style-type: none"> + Diversity and inclusion + Employee retention + Investing in the training and development of our employees + Employee health and safety 	<ul style="list-style-type: none"> + Climate change + Use of natural resources + Waste management 	<ul style="list-style-type: none"> + Customer satisfaction + Customer health and safety + Data privacy and security 	<ul style="list-style-type: none"> + Access to healthcare + Access to education + Community upliftment + Small business development 	<ul style="list-style-type: none"> + Economic inclusion + Ethical supply chain + Product safety + Responsible sourcing
SDG contribution					
Strategic enabler	Governance				

Remuneration is driving implementation

The successful implementation of Dis-Chem's ESG strategy relies on all employees delivering on its goals and targets. As such, the Group is developing non-financial performance indicators for executive and senior management remuneration incentives, including transformation and employment equity targets.



Read more about our remuneration policy and implementation in the remuneration report in our Integrated Annual Report.



DIS-CHEM COMPLIES WITH NATIONAL MINIMUM WAGE LEGISLATION IN TERMS OF THE SECURITY INDUSTRY AND THE WHOLESALE AND RETAIL SECTOR.