

STAKEHOLDERS

Omnia's board is committed to transparent reporting in line with its duty to all stakeholders. As such, the Group engages regularly with stakeholders to understand their perceptions of Omnia and pinpoint future trends, possible risks, determine material issues and strategic development.

Omnia engages constructively with all stakeholder groups to develop a mutual understanding of objectives.

Building personal relationships with stakeholders not only makes good business sense, it also enables Omnia's intellectual capital and technology to work effectively for the Group's service and supply chain.

As Omnia's operates multi-nationally, the Group is subject to various economic, social, regulatory, community and environmental influences. Developing and retaining a skilled,

experienced talent pool is essential and employees are encouraged to provide feedback about their training and work experiences.

The Group is actively involved in the development of effective public policy through government-led initiatives. As a representative of CAIA, Omnia engages with Government at national and provincial level in formulating safety, health and environmental policies. A leading player in the chemicals industry, Omnia strongly supports the implementation of plans to improve waste management, to mitigate climate change and to advance policies that do not prejudice local manufacturers.

With emphasis on accountability, the board carefully ensures that communication about performance is distributed to all stakeholders and the public through a broad range of channels, guided by the disclosure requirements in terms of legislation, King III and the JSE Listing Requirements.

In the interests of sustainability, Omnia engages with the following stakeholder groups:

STAKEHOLDER GROUP	NATURE OF ENGAGEMENT	RESPONSIBLE PARTY	ISSUES RAISED	OUTCOME
 SHAREHOLDERS	<ul style="list-style-type: none"> Interim and integrated annual reports Stock Exchange News Service (SENS) announcements Analyst presentations (interim and year-end) One-on-one meetings with major shareholders, analysts and fund managers locally and internationally Shareholder meetings, and annual general meeting 	<ul style="list-style-type: none"> Group managing director Group finance director Group company secretary All board members and senior executive management are encouraged to attend results presentations and the general shareholder meetings 	<ul style="list-style-type: none"> Group and share price performance Growth strategies and non-financial performance targets Corporate governance and remuneration practices 	<ul style="list-style-type: none"> Improved financial analysis, disclosure and reporting Improved integrated annual reporting Improved shareholder participation in meetings
 INVESTMENT COMMUNITY	<ul style="list-style-type: none"> Articles in financial publications SENS announcements Press releases Investor road shows Analyst presentations Website One-on-one meetings with the media and analysts 	<ul style="list-style-type: none"> Group managing director Group finance director Group company secretary All board members and senior executive management are encouraged to attend results presentations and the general shareholder meetings 	<ul style="list-style-type: none"> Group and share price performance Growth strategies Investment case 	<ul style="list-style-type: none"> Improved understanding of the nature of Omnia's business, enhanced financial and sustainable development reporting

STAKEHOLDER GROUP	NATURE OF ENGAGEMENT	RESPONSIBLE PARTY	ISSUES RAISED	OUTCOME
 EMPLOYEES	<ul style="list-style-type: none"> Intranet Website Training Newsletter Presentations Performance evaluations Career discussions Share scheme training and participation Equity forums Road shows 	<ul style="list-style-type: none"> Group managing director Group finance director Group human resources director Management Employment equity (EE) forums 	<ul style="list-style-type: none"> Job security Career growth Leadership development Salary increases Performance incentives Wellness issues, safety, health and environment 	<ul style="list-style-type: none"> Greater investment in training and development Improved communication and understanding of Omnia's values and policies Feedback provided at board meetings and in the integrated annual report
 DIRECTORS	<ul style="list-style-type: none"> Operational budget presentations Board and committee meetings Site visits One-on-one meetings between executives and key employees 	<ul style="list-style-type: none"> Management Board Group managing director Group finance director Company secretary 	<ul style="list-style-type: none"> Group and operational performance and growth strategies Governance compliance Risk management Attraction, retention and protection of knowledge Information and skills 	<ul style="list-style-type: none"> Greater strategic focus on long-term growth strategies Better planning and decision making Improved risk management and compliance assessment processes
 TRADE UNIONS	<ul style="list-style-type: none"> Bargaining council meetings Dispute settlement meetings 	<ul style="list-style-type: none"> Group human resources director Employee relationship manager 	<ul style="list-style-type: none"> Wage negotiations Conditions of employment, health, safety and wellness issues 	<ul style="list-style-type: none"> Ongoing focus on employee and labour relations
 CUSTOMERS	<ul style="list-style-type: none"> Sales agreements Sales and marketing conferences Sales and marketing brochures Meetings Newsletters Events Industry conferences Training Letters and emails 	<ul style="list-style-type: none"> Divisional marketing directors Sales management Technical services department 	<ul style="list-style-type: none"> Supply, quality of product Service-related issues Technical support and price 	<ul style="list-style-type: none"> Enhanced service offering Greater confidence in product and service delivery Increased sales

STAKEHOLDERS CONTINUED

STAKEHOLDER GROUP	NATURE OF ENGAGEMENT	RESPONSIBLE PARTY	ISSUES RAISED	OUTCOME
 <p>GOVERNMENT AND REGULATORY BODIES</p>	<ul style="list-style-type: none"> Formal and informal meetings Consultations Documentation and report submissions Conferences Tender submissions Extensive commentary on draft legislation and presentations 	<ul style="list-style-type: none"> Head of Group legal Compliance officer BBBEE and EE manager Group finance director Group Safety Health Environment Risk and Quality (SHERQ) manager External legal advisors External auditors CAIA 	<ul style="list-style-type: none"> Competition law compliance BBBEE EE Safety, health and environmental legislation compliance Legal compliance 	<ul style="list-style-type: none"> Implementation of Competition Law compliance programme with training and communication Improved BBBEE and EE compliance and performances Continuous engagement with competition law authorities Continued focus on improving compliance with safety, health and environmental law standards Continually checking legal compliance
 <p>SUPPLIERS</p>	<ul style="list-style-type: none"> Supply agreements Meetings Conferences Events Training sessions 	<ul style="list-style-type: none"> Group and divisional procurement and supply chain management BBBEE and EE manager Compliance officer 	<ul style="list-style-type: none"> Reduction of costs Improved quality of service Product quality and security of supply Compliance with BBBEE and EE ratings Other regulations and standards 	<ul style="list-style-type: none"> Enhanced service offering Greater confidence in product and service delivery Ongoing management of costs
 <p>COMMUNITIES</p>	<ul style="list-style-type: none"> Corporate social investment projects in communities Community-based forums Training and support 	<ul style="list-style-type: none"> BBBEE and EE manager Marketing and sales management Group SHERQ manager and divisional SHERQ officers Group human resources director and human resources managers 	<ul style="list-style-type: none"> Education BBBEE and EE Wealth creation Environmental law compliance Emergency procedures Safety standards Skills development training 	<ul style="list-style-type: none"> Ongoing investment in key projects focused on, major hazard installation (MHI) emergency procedures Compliance with safety standards Farmer development Skills development Operating within the principles of Responsible Care®
 <p>INDUSTRY</p>	<ul style="list-style-type: none"> Representation on key industry bodies Meetings Conferences Newsletters 	<ul style="list-style-type: none"> Management Head of Group legal Compliance officer Group SHERQ manager 	<ul style="list-style-type: none"> Competition law related issues Environmental legislation Best-practice standards Policy and regulations 	<ul style="list-style-type: none"> Improved and consistent industry-wide implementation of legislation Active participation in lobbying proposed changes in legislation Raising awareness of key issues affecting the industry