



OMNIA

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT**

2024

Geared for growth



About Omnia

Omnia manufactures and supplies chemicals and offers specialised services and solutions to the agriculture, mining, and chemical industries. Innovation and enduring industry relationships have been key to our seven decades of success.

Our values

Omnia's four primary values guide our decision making, actions and interactions with stakeholders.

These values are:



Be safe

- We are safe in our practices and actions
- We feel safe to speak up, raise concerns and share our views
- We care about our environment and act responsibly



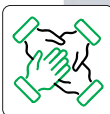
Respect and grow

- We treat everyone with respect
- We recognise and appreciate each other's contribution
- We commit to our own development and support the growth of others



Achieve excellence together

- We collaborate and encourage everyone to participate
- We continuously improve and innovate
- We deliver to our customers with excellence



Do the right thing

- We empower our people
- We hold ourselves and each other to account
- We are honest and transparent

Our main production facilities are in Sasolburg, South Africa and in Morwell, Australia. We have 66 distribution centres in 26 countries and an extensive and sophisticated logistics network that spans the African continent.

We promote the responsible use of chemicals through greener products and cleaner technologies. By sustaining livelihoods, providing growth opportunities and using technology for efficient resource use, we are actively shaping a brighter and more promising future for all our stakeholders. See [page 4](#) for more details about Omnia and our footprint.

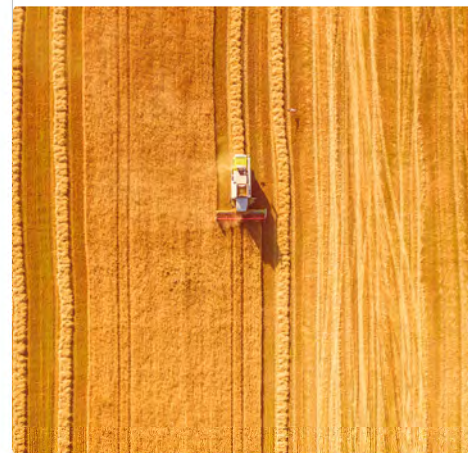
Our purpose

Our purpose, *Innovating to enhance life, together creating a greener future*, underpins our strategy.

Four pillars underpin our purpose:

Enhancing lives:

We have an empowering impact on food, water and mineral security



Sustaining livelihoods:

We create employment and provide meaningful opportunities for growth



Optimising the use of natural resources

We apply technology for the efficient use of natural resources



Caring for our planet:

We care about the future of our planet and always act responsibly, operating in a sustainable manner.



Our strategy

While our competency in agriculture, mining and chemicals remains core, given the macroeconomic environment and the impact of climate change on both the agricultural and mining sectors, we are leveraging our core business into new markets through international growth initiatives. These opportunities include the development and adoption of green products, low-impact technologies and circular economy solutions.

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About this report

Omnia Holdings Limited and its subsidiaries (Omnia, the company or the Group) are committed to reporting transparently. We aim to provide balanced, clear and relevant information that provides insight into how we share value by innovating to enhance life and creating a greener future.

The Environmental, social and governance (ESG) Report provides a detailed overview of Omnia’s approach to ESG and our sustainability performance for the financial year from 1 April 2023 to 31 March 2024 (FY24).

It supports and augments our Integrated Annual Report (IAR) that provides insights on our Group and its three operating segments: Agriculture, Mining and Chemicals. The IAR contains our business model, strategy, performance and outlook. It extends beyond financial reporting to include non-financial performance and opportunities, risks, impacts and outcomes. The IAR is prepared in line with the Integrated Reporting Framework, which is housed within the IFRS® Foundation.

Our ESG Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 and two Sustainability Accounting Standards Board (SASB) standards: the Metals and Mining Industry Standard, and the Chemicals Industry Standard. A GRI and SASB content index indicating our disclosures may be found on page 53 to 58.

Our support and contribution to the United Nations Sustainable Development Goals (SDGs) is set out on page 21.

The content of this report has been guided by a materiality assessment undertaken in 2024. The assessment was conducted by an independent consultant, with the support and integration of the leadership team, with the final determination of material matters overseen by exco and verified by the board. This approach and process is outlined on page 16.

Omnia appointed an independent auditor to assure selected sustainability subject matter. This assurance was conducted using the AccountAbility AA1000 Assurance Standards version 3 at a Moderate assurance level. The independent assurance report may be found on page 59.

The board, supported by the social and ethics committee, is accountable for this report, and approved its publication on 19 July 2024.

Navigating this report

The following icons are used in this report to make it easier to navigate and to link related information:

Capitals

	Financial capital		Manufactured capital
	Intellectual capital		Natural capital
	Social and relationship capital		Human capital

Strategic priorities

- Build a safety-first culture and invest in our people
- Protect and grow our core
- Expand our international business
- Drive sustainable business practices to ensure a greener future



Nkosana Radebe



Alfred Tsamba



Brenda Mxo and Samukelisiwe Nhlapho (behind)

Getting around

- Refers you to information available online at www.omnia.co.za
- Refers you to a page where more information can be found in this report
- Indicates information that was independently assured

Our reporting suite 2024

- Integrated Annual Report
- Environmental, Social and Governance Report
- Tax Transparency Report
- Annual Financial Statements
- Notice of Annual General Meeting
- King IV Application Register
- Our full suite of reports is available online at: www.omnia.co.za

Feedback

We welcome your feedback on our reports. Please send comments to omnialR@omnia.co.za



www.omnia.co.za
omnialR@omnia.co.za

Our main SDG focus areas include:

Key features FY24

Environmental performance

Renewable energy use

↑ **12 976MWh**
(FY23: 4 911MWh)

Energy efficiency (net)

↓ **0.26GJ** per tonne manufactured
(FY23: 0.30GJ per tonne)

Water recycled/reused

↑ **174ML**
(FY23: 140ML)

Water efficiency

↓ **0.41kl/t** manufactured
(FY23: 0.44kl/t)

Greenhouse gas (GHG) emissions

↓ **156 759 tonnes CO₂e**
(FY23: 187 602 tonnes CO₂e)

Volume of used oil collected

↑ **24ML**
(FY23: 18ML)



BME Dryden

Social performance

Recordable case rate (RCR)

↓ **0.05**
per 200 000 working/exposure hours
(FY23: 0.16)

Zero fatalities

↔ **Zero**
(FY23: Zero)

Employees

↓ **3 756**
(FY23: 3 869)

Salaries and wages

↑ **R2 135 million**
(FY23: R1 941 million)

Training and development

↔ **R43 million**
(FY23: R44 million)

Preferential procurement

↑ **R8 804 million**
(FY23: R7 956 million)

Total tax contribution

↑ **R1 506 million**
(FY23: R1 602 million)

↓ Total tax contribution comprises actual taxes borne by the Group as well as those taxes collected on behalf of revenue authorities at 31 March 2024

Spent on community investment

↑ **R50 million**
(FY23: R46 million)



Teboho Kubeka, Victor Sibisi, Anelisiwe Tsitswa

Financial performance

Revenue

↓ **16%** **R22 219 million**
(FY23: R26 572 million)

Net working capital

↓ **15%** **R3 604 million**
(FY23: R4 240 million)

Operating profit

↓ **10%** **R1 703 million**
(FY23: R1 899 million)

Net cash

↑ **27%** **R2 301 million**
(FY23: R1 818 million)

Operating margin

↑ **7%** **7.7%**
(FY23: 7.1%)

Net asset value

↑ **6%** **R10 820 million**
(FY23: R10 225 million)

Earnings per share

↑ **2%** **705 cents**
(FY23: 692 cents)

Total distributed to shareholders

Ordinary dividend of **375** cents per share and special dividend of **325** cents per share to give a total payment to shareholders of R1 156 million (FY23: 375 cents, nil and R634 million, respectively)



Joel Mkhohliso



OMNIA

ABOUT OMNIA

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- 6 Our operations and impacts >

Kaybee Johnas and Sindiswa Makhiiba (behind)

Corporate profile and footprint

The Omnia Group comprises a balanced and diversified range of complementary chemical and specialised service businesses in the agriculture, mining and chemicals industries, with an established and growing geographic spread.



Founded in South Africa more than 70 years ago, Omnia's primary production facilities are in Sasolburg, South Africa and Morwell, Australia. We operate in 26 countries and have an extensive distribution network across 40 countries globally.

- Our Agriculture segment produces and trades in granular, liquid and speciality fertilizers to a broad customer base of farmers, co-operatives and wholesalers. Our products aim to help farmers generate profitable yields during variable seasons, to develop emerging farmers, and to help them operate in a way that is mindful of the environment and transition to regenerative and sustainable farming practices
- Our Mining segment manufactures and supplies explosives, related accessories and blasting services to the mining, quarrying and construction industries, and specialises in products and solutions for the processing of ore in the mining industry. Our offering is aimed at improving mine productivity and safety, while simultaneously reducing the environmental footprint and social impacts of mining operations. Through the Mining Chemicals business, the segment also produces metallurgical solutions that optimise mineral recoveries
- Our Chemicals segment manufactures and distributes speciality, functional and effect chemicals, polymers as well as bulk volume base oil, additives and lubricant products. Our solutions promote the responsible use of chemicals for an improved safety and lower environmental impact, with an increasing shift towards cleaner technologies

Our culture of innovation, strong intellectual capital and deep industry relationships allow us to identify and implement safer and more effective processing and manufacturing solutions to meet evolving market needs.

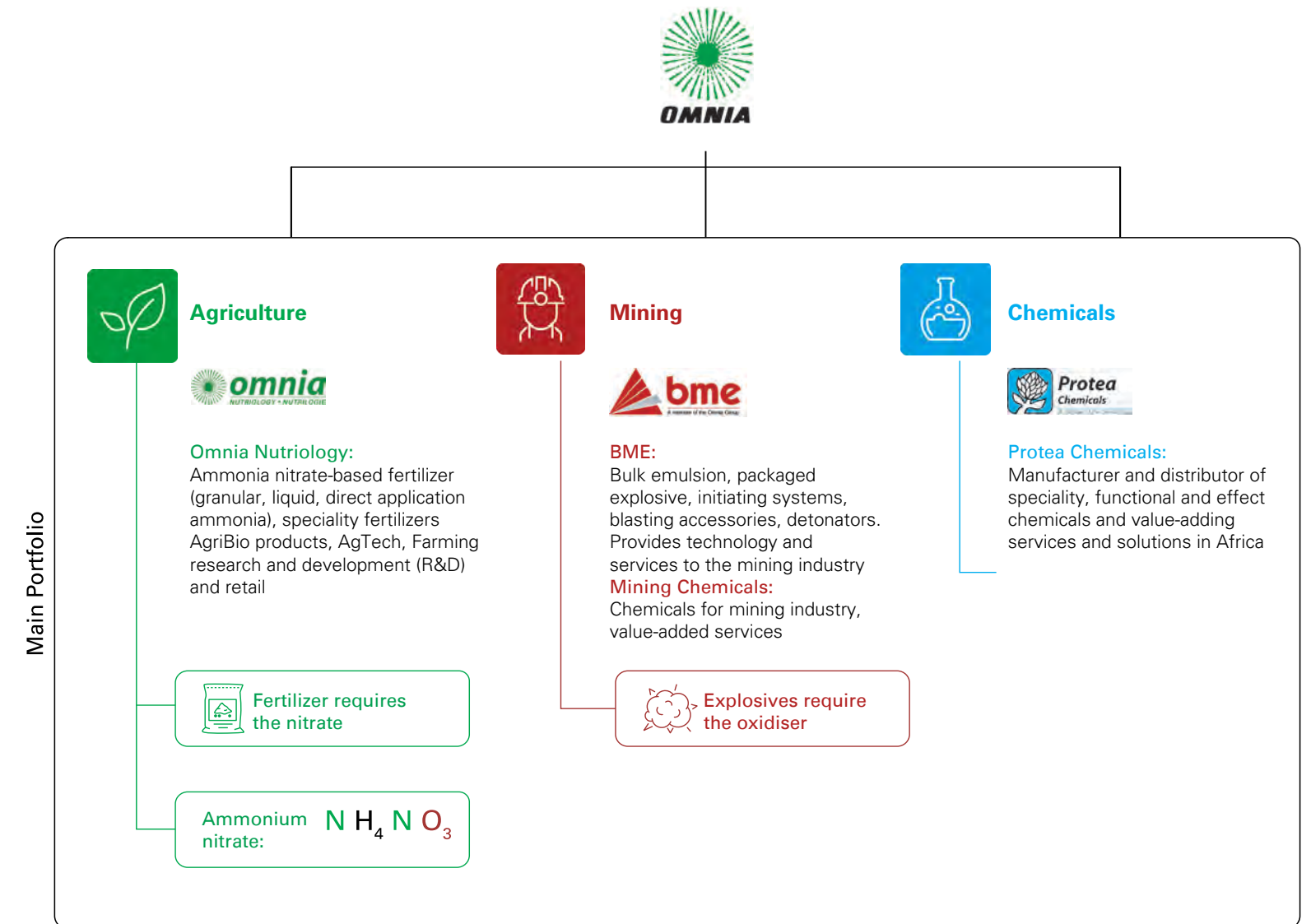
The commitment to enhancing life and establishing a greener future that underpins our purpose provides us with a broad range of future development options that promote the responsible use of chemicals through advancing technologies.

Omnia is listed on the JSE (OMN.JO) and A2X securities exchanges and, at 31 March 2024, had a market capitalisation of R9.7 million (31 March 2023: R9.5 million).

In South Africa, Omnia is rated as level 2 in terms of broad-based black economic empowerment (B-BBEE).

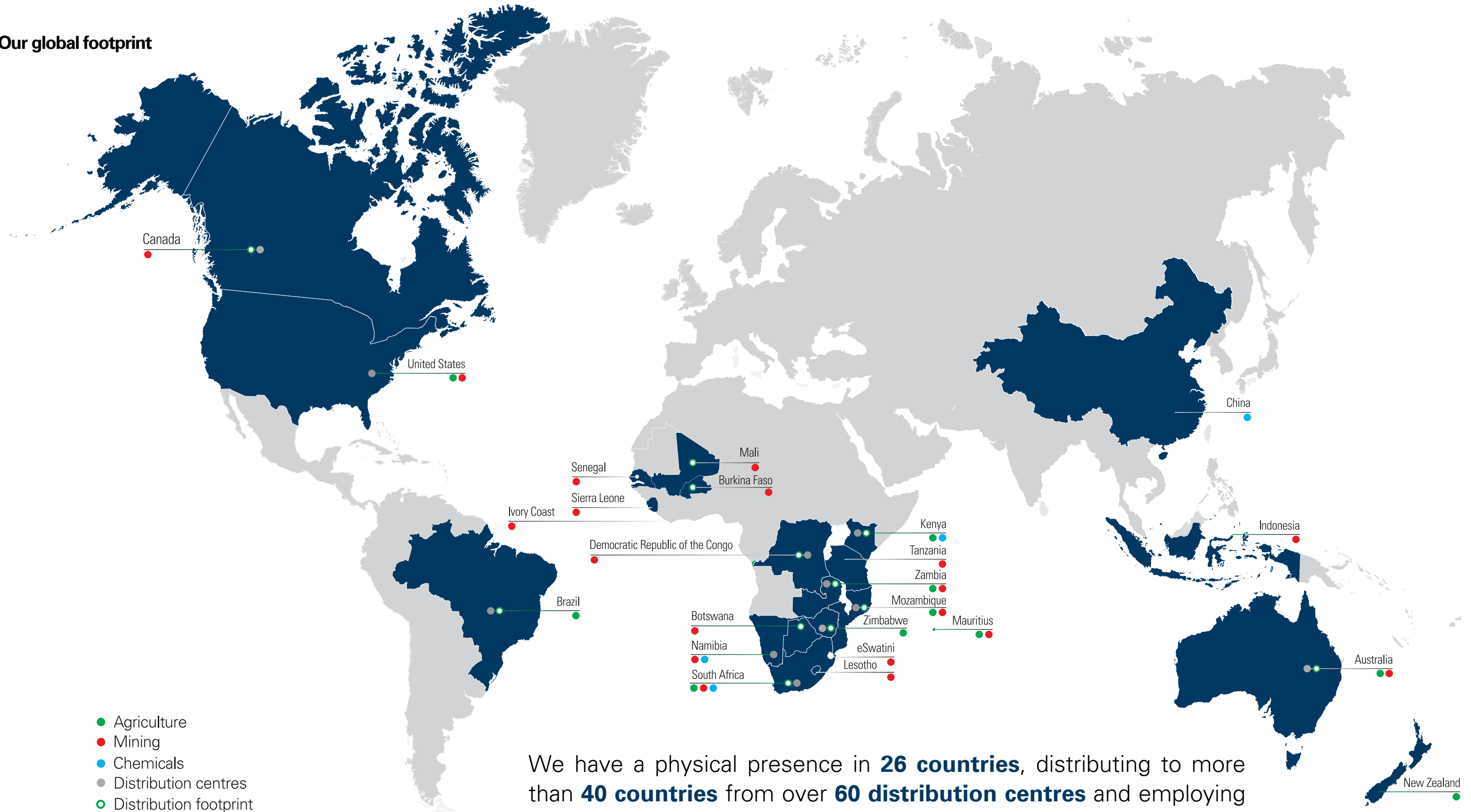
Walter Mafaleng

Our operating segments



Corporate profile and footprint continued

Our global footprint



We have a physical presence in **26 countries**, distributing to more than **40 countries** from over **60 distribution centres** and employing more than **3 750 people**.

Our operations and impacts



Agriculture

Our **Agriculture** segment plays a pivotal role in supporting the growth of the agricultural sector. Through this segment, we develop and deliver products that nourish soil and improve crop performance, helping to boost food production, sustain livelihoods, and create jobs. Our competitive edge is our Nutriology® model, which is based on the science of growing, promoting resource efficiency, optimising yields and crop quality to maximise returns, and reducing farming and environmental risks.

Input materials

- Nitrogen sources (ammonia and urea)
- Phosphate sand potassium sources
- Micro and macro nutrients
- Brown coal
- Lime

Output products and services

- Ammonium nitrate
- Calcium nitrate
- Liquid fertilizer, granular and speciality fertilizer
- AgriBio portfolio
- Agronomic services
- Agriculture technology (AgTech)

Contribution/impact

- Employs 1 417 people
- Generated net revenue of R11 818 million, 53.2% of Group net revenue
- Operating margin of 8.1%



Jacqueline Jase



Mining

Our **Mining** segment is a leader in providing sustainable bulk emulsions for commercial mining applications. Its proprietary blast design software and AXXIS™ electronic-delay detonators deliver precision and accuracy to improve blasting efficiencies, while its premium dual-salt emulsion systems further deliver effective blasting to reduce costs. This not only helps to boost customers' profitability and safety, but has also cemented this segment's pivotal role in the industry. The segment also develops metallurgical solutions, through its Mining Chemicals business that optimises mineral recoveries.

Input materials

- Ammonium nitrate
- Calcium nitrate
- Emulsifier
- Used oil
- Initiating components

Output products and services

- Electronic detonators
- Initiating systems
- Bulk emulsions
- Packaged explosives
- Technical services
- Safety, health, environment and quality (SHEQ) advisory services
- Ammonia derivatives

Contribution/impact

- Employs 1 638 people
- Generated net revenue of R8 289 million, 37.3% of Group net revenue
- Operating margin of 12.1%



Alfred Tsamba



Chemicals

Our **Chemicals** segment, through Protea Chemicals, is one of the largest chemical manufacturers and distributors of local and international chemical products in South Africa. It has an extensive warehousing, logistics and supply chain footprint that services a number of countries across the continent.

Input materials

- Numerous chemicals
- Feedstocks

Output products and services

- Specialty chemicals and associated value-added services
- Supply chain management
- Specialist services

Contribution/impact

- Employs 488 people
- Generated net revenue of R2 112 million, 9.5% of Group net revenue
- Operating margin of 0.5%



Hercules Nxasana (behind) and Sizwe Cebekhulu



LEADERSHIP

In this section

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The social and ethics committee of the board has been responsible for governance and oversight of Omnia's sustainable strategy.

Nitric Acid plant 2 (NAP₂) and Ammonium nitrate plant 2 (AN₂), Sasolburg.



Message from the chair of the SEC

I am very pleased to present to shareholders and other stakeholders our second ESG Report. This report provides an account of Omnia's approach to sustainability in broad terms, our related performance and the ESG processes and metrics in place to support delivery against our goals.

This sustainability strategy and report reflect the guidance given and the decisions made by the board social and ethics committee (SEC). The SEC oversees the effective management of safety, health, environment, social, sustainability and ethics matters of Omnia, in accordance with section 72(4) of the Companies Act (read together with Regulation 43 of the Companies Regulations, 2011) on behalf of all subsidiaries of Omnia.

The fact that we publish an ESG Report should not be construed as the separation of ESG matters from the strategic direction of the Group. Today, more than ever, sustainability is at the heart of what we do. And, while sustainability has always been a part of what we do, over the past four years, we have moved from a relatively narrow SHEQ focus to a broader, more comprehensive mindset with ESG factors as the foundation for everything that the company does.

Our approach to ESG

Our approach to ESG is at the forefront of our purpose of *"innovating to enhance life, together creating a greener future"*, and is integral to the four pillars that deliver this strategy: *enhancing lives; sustaining livelihoods; optimising the use of natural resources; and caring for our planet.*

More than that, ESG is core to our company's culture. It is the right thing to do and it sets the basis for ensuring we are a company whose future is sustainable. We know that a focus on the right ESG strategies creates a company that has its processes under control and that executing these processes with the right mindset will increase value generation. The right ESG processes and the right ESG targets are necessary for a company to make sure that it performs well for all its stakeholders, including investors.

Renewing our strategy

This report reflects progress against the strategic objectives and targets set in FY20.

As part of our commitment to further improve our ESG positioning and performance, we recently embarked on a comprehensive process to revisit and update our sustainability strategy. This executive-led process incorporated the International Finance Corporation Performance Standards on Environmental and Social Sustainability, considered our material matters and involved data collection from stakeholder engagement and site visits. The findings were then aligned with Omnia's refreshed purpose statement to mirror global concerns around population growth, urbanisation and climate change.

The resulting updated sustainability strategy and related ESG framework were approved by the SEC in May 2024, and it addresses ESG risks and opportunities across the entire product lifecycle and business value chain. We will be reporting against this strategy and framework and its associated new and updated targets from FY25.

Double materiality approach adopted

A significant development in our reporting this year has been the adoption of a "double materiality" assessment. We recognise that different stakeholders have differing approaches to what they consider to be material.

Our approach is consistent with the JSE's Sustainability and Disclosure Guidance in that we have clearly determined the "inside-out" (or impact materiality) information regarding Omnia's impact on society and the environment. But we recognise that sustainability information deemed material from an impact perspective might become material from a financial perspective, and so the "outside in" (or financial materiality) lens becomes even more important. Details on our approach and this independently facilitated process and its outcomes may be found on [page 16](#) of this report.

As would be expected, the most significant matters identified are aligned with our comprehensive risk management process which is discussed from [page 27](#) in the [Integrated Annual Report](#). I will touch on some of these more material matters below.

Health and safety remain priorities

We are pleased to report that in FY24, we have again achieved zero fatalities at Omnia. Our RCR of 0.05 per 200 000 exposure hours in FY24 has declined by 86% since FY20. Similarly, our fire, explosion and release (FER) rate, the internationally recognised measure in our sector, declined to 0.38 per 200 000 exposure hours in FY24. For the fourth consecutive year, we have recorded zero cases of occupational illnesses.

This excellent safety performance demonstrates an approach that goes beyond zero harm. We are intent on safeguarding our employees from potential hazards in the workplace, and prioritising their physical and mental health at work and beyond. We are particularly focused on providing employees with services designed to support them as they deal with life's stresses. We recognise that, apart from the corporate changes we have undertaken as a company, the external environment in which we live has not become easier for employees and their families, and we take seriously our role to support employee wellbeing.

The SEC has been apprised of management's ongoing quarterly health and safety site visits and other leadership initiatives that clearly demonstrate this commitment. It is pleasing to see management actively engaging with employees and suppliers, setting clear expectations, and consistently prioritising safety measures to create a secure work environment where everyone feels valued and protected.

As I indicated before, this approach ensures that employees see how we "live" the protocols and procedures set out in the Group health and safety policy, and the premise that underpins our approach – the duty of care.

Climate change

Climate change remains one of the most significant matters facing society and we, as a group, have a responsibility to mitigate our impact by reducing carbon emissions and planning for the extraordinary impacts that a changing climate has on our business and on society.

It is an irony that the world's imperative to address climate change through greater use of renewable energy sources has coincided with the very testing times being faced by South Africa's national power producer and distributor. The continued easing of the cost of installing renewable power – mainly solar and wind – gave local industry and the mining sector a double incentive to develop alternative power sources to enhance security of supply. This is a challenge and an opportunity that Omnia has grasped, in South Africa and globally.

As a business, we have continued to reduce our scope 1 and 2 emissions. In FY24, we reported lower carbon emissions of 156 759 tonnes, a decrease of 75% since FY20. Similarly, our net energy use efficiency improved to 0.26 gigajoules per tonne manufactured.

While there is a clear role for our business in managing and mitigating our own climate impacts, our role is amplified in that the products we produce, and how they are used, can have a significant influence on mitigating impacts beyond our immediate footprint. We provide a detailed account of our approach to climate on [page 30](#) of this report, and an illustrative roadmap on [page 20](#) of the [Integrated Annual Report](#).

Biodiversity and agriculture

Strongly aligned with climate change mitigation is the role of ecosystems and agriculture. Here too, we have an opportunity to make a meaningful difference, not only in ensuring that our products achieve what they are meant to do in the most responsible fashion, but in our approach to regenerative agriculture.

Our Nutriology® solution, for example, aims to assist farmers to use the fertilizer in a way that will optimise (not maximise) volume, encourage better absorption (of fertilizer) by the plant, enhance plant health and protect soil quality. Combined with our bespoke advisory services, we aim for an integrated solution that pursues better outcomes, and not simply sales volumes.

Responsible mining

This same approach applies to the customer solutions offered by us and our investments in the Mining segment. Our Blast Alliance software and solutions portfolio enables us to support our Mining customers in reducing their environmental impact by offering precise blast planning and execution. Our investment in Hypex Bio, a nitrate-free emulsion explosive, further supports our commitment to helping customers reduce their carbon footprint.

In addition, we have started reviewing the impact of our products throughout their lifecycle – from the design stage all the way to their end of life. We need to be continually and acutely aware of the impact we have on the climate and on biodiversity, and to continuously reduce any impacts associated with our products.

Governance and ethics

A matter that will always concern a committee such as ours is that of governance and ethics. As a relatively small company, with a complex portfolio, operating in many different countries brings with it both challenges and opportunities. Some of these countries have complex operating regimes, and a few have less than stellar reputations in respect of governance.

Our approach is simple. The way we conduct our business must at all times be above reproach. While these are matters to which the audit and risk committee and SEC constantly apply their minds, we have confidence in the systems and processes we have in place to guide and monitor our regulatory, operating and procurement practices. More than that, we work very hard to ensure that an ethical and responsible approach to business is ingrained at every level in the business.

Taking it further, we have, over the past two years, begun to audit our suppliers too. We do this to ensure they are not listed on sanctions registers or are otherwise unsuitable as a business partner.

In closing

Omnia aims to be a leader in the responsible production and management of fertilizers. In mining, our client base is increasing, not only because we produce a really good product but because we deliver that product in a very responsible way.

These successes could not be achieved without the very hard work of all the people at Omnia, and the guidance and integrity of the leadership team. As a committee, we extend to them our heartfelt thanks. And to all the members of the SEC, I extend my gratitude. Your input and guidance have been invaluable as Omnia continues to pursue its very worthwhile purpose.



Wim Plaizier
SEC chair

19 July 2024

CEO message

ESG is foundational to Omnia’s business as will be seen in our Integrated Annual Report. In our second annual ESG Report, we provide additional, more detailed disclosure for those stakeholders that require this.

Our company’s reputation, and its ability to operate optimally and sustainably and to deliver its valuable products to the world, depends on our ability to carry out those deliveries in a responsible manner that does not harm our society and our environment. Our sustainability strategy, together with our key targets and objectives, guide what we do and how we do it.

We are very pleased to report on our sound ESG performance, noting that we have either achieved or exceeded many of the targets we set for ourselves in FY21.

As the company and the world around us have changed, we have taken time to reconsider and re-evaluate our strategy and targets, and in FY25 will start reporting against our revised strategy.

This report is again guided by leading ESG and sustainability disclosure standards as well as our materiality assessment.

In FY24, we undertook a double materiality assessment for the first time, and these outcomes strengthened our perspective that ESG is core to our business. Moreover, certain indicators are independently audited too, to offer stakeholders additional assurance of their accuracy.

Our five-year sustainability performance data is available as a downloadable excel spreadsheet on our website at https://www.omnia.co.za/index.php?option=com_jdownloads&task=download.send&id=478.

As always, Omnia’s executive leadership extends its gratitude for the guidance and wisdom provided by the SEC, under the leadership of committee chair Wim Plaizier.

We welcome feedback on this report and encourage stakeholders to send feedback to esg@omnia.co.za.



Seelan Gobalsamy

Seelan Gobalsamy
CEO

“Our sustainability strategy, together with our key targets and objectives, guide what we do and how we do it.”



Phillips Buys and Thulani Ximba (left to right)



OUR APPROACH TO ESG

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Sustainability underpins and forms an integral part of our business strategy. It is front and centre of our purpose, and its delivery is supported by our culture and values.

Sasolburg solar plant

Governance of ESG

Omnia’s approach to ESG governance and accountability is governed by three primary groups:

- The board of directors
- The SEC
- Executive management

Board direction and committee oversight

Our board provides oversight of our global strategy and is the highest decision-making body on ESG. ESG is a board agenda item and is discussed at both board and committee levels.

Our SEC is responsible for governance and oversight of Omnia’s sustainability strategy, including ensuring alignment with the Group’s business strategy. Acting on behalf of the board, the SEC holds management accountable for ESG outcomes.

The SEC is chaired by Wim Plaizier, an independent non-executive director and comprises no fewer than three members who are appointed by the board on recommendation of the remuneration and nomination committee.

Our SEC includes at least one executive director and a majority of non-executive directors. The executive members are supported by the executive and senior management who attend to provide strategic or technical insight on matters under discussion.

SEC committee members in FY24:

- Wim Plaizier, chair (non-executive director)
- Seelan Gobalsamy, Chief Executive Officer
- Tina Eboka, board member (non-executive director)

Standing invitees:

- George Cavaleros, non-executive director and chair of the audit and risk committee
- Tiaan Kotze, Chief Operating Officer (COO)
- Ditebogo Malatsi, Executive: SHEQ and Sustainability
- Bronwyn Murray, Executive: Human Resources
- Simphiwe Mdluli, Executive: Forensic, Legal and Compliance
- Francois Visagie, Managing Director: Manufacturing

SEC duties related to ESG governance include:

- Overseeing the development of an ESG strategy, underlying policies and performance targets to ensure alignment with the business strategy
- Monitoring performance and impact against the sustainability strategy and ESG objectives and targets
- Ensuring accurate and meaningful information is disclosed to stakeholders, including investors and customers
- Monitoring and reviewing current and emergent ESG trends, relevant international standards and legislation, and providing guidance on how these are likely to impact the business and how these should be incorporated or reflected in ESG objectives and governance

The scope of risk management for the SEC is limited to the identification and management of ESG risk and opportunities.

Key focus areas of this committee in FY24 included:

- Guidance on the development of the sustainability strategy
- Guidance on the development of the climate change policy
- Monitoring of ethical breaches that could lead to reputational damage of the organisation such as fraud, bribery and corruption, conflict of interest and whistleblowing
- Oversight of transformation objectives and performance, including corporate culture, broad-based black economic empowerment and employment equity
- Approval of the stakeholder engagement framework
- Oversight and recommendation to the board of the FY23 ESG Report

Key decisions taken in FY24:

- Approval of the climate change and SHEQ policies

Focus areas for FY25:

- Approval and recommendation to the board of the revised sustainability strategy and ESG framework
- Approval and recommendation to the board of ESG targets against the revised sustainability strategy and ESG framework
- Oversight of ESG risks and opportunities

Executive participation

Our executive management team is responsible for the implementation of the ESG strategy and management of related risks. Group COO, Tiaan Kotze, is the most senior executive accountable for ESG through the executive committee and the SEC.

An executive for SHEQ and sustainability was appointed at a group level in June 2024. Reporting to the COO, this executive is responsible for setting policies and standards and monitoring and reporting ESG targets and outcomes. At a segment level, safety and sustainability compliance, monitoring and implementation are led by managers for SHEQ and sustainability.

SHEQ Centre of Excellence

The SHEQ Centre of Excellence (CoE) is the custodian of SHEQ governance across the Group. The SHEQ CoE comprises of the segment senior SHEQ and sustainability managers, subject matter experts for SHEQ and other business functions, including enterprise risk management, human resources, finance and legal and compliance.

The CoE supports the Group executive committee by governing SHEQ across the business, as well as standardising, monitoring and improving the effectiveness of the SHEQ management systems.

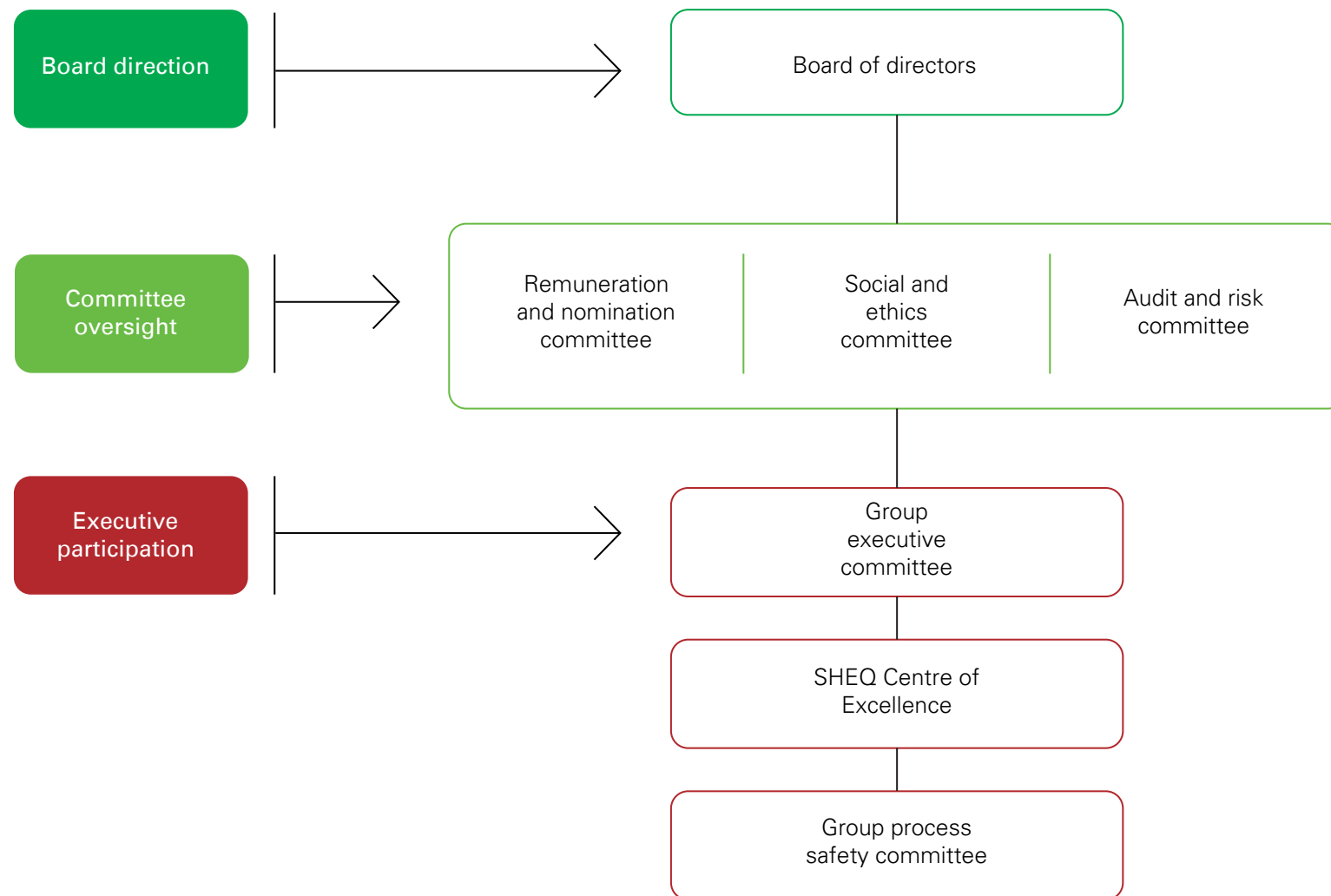
Performance measures

Omnia sets measurable ESG targets for leadership and, in FY24, introduced ESG targets into the Group remuneration structure.

Omnia’s approach to remuneration seeks to encourage and reward long-term, sustainable performance that supports successful delivery on our strategy. Our short-term and long-term remuneration incentives are directly linked to the achievement of key strategic targets, and with ESG embedded in our corporate strategy, our remuneration and nomination committee has carefully considered the non-financial performance indicators linked to remuneration.

Following a benchmarking process, performance measures for short-term incentives were amended to include ESG-specific KPIs. These strategic KPIs were directly linked to improvements in safety, sustainability, and people and culture. The following KPIs are used: B-BBEE scorecard, energy efficiency, water efficiency, emissions intensity and women in leadership. The measures include a threshold (75%), a target (100%) and a stretch target (200%).

The Group’s long-term incentive performance conditions for the performance period 1 April 2023 to 31 March 2024 were also reviewed. The weighting of strategic measures was increased from 30% to 40% with sustainability making up 10% points of that percentage. Strategic KPIs are directly tied to improvements in the B-BBEE scorecard, energy efficiency, water efficiency, progress towards decarbonisation and net zero, and diversity of the management team.



Our sustainability strategy

Sustainability underpins and forms an integral part of our business strategy. Our sustainability strategy embraces our core purpose, and has evolved over time from being principally SHEQ-focused into an holistic approach that has a greater impact within the business, among our customers and ultimately on our planet and its people.

The sustainability strategy was developed through a group-wide collaborative process which started in 2019 and culminated in its adoption in 2021. Focusing on manufacturing and consumption, the strategy identified priority SDGs and set targets for a 10-year period in alignment with the United Nations Framework Convention on Climate Change (UNFCCC) Paris Agreement.

To further our commitment to continuously improve our ESG position and performance, we undertook a due diligence in FY24 to revise and refresh the Omnia ESG strategy.

The due diligence process incorporated materiality assessments using International Finance Corporation Performance Standards and the analysis of data collected through a review of practices, stakeholder engagement and site visits. Our findings were aligned with Omnia’s refreshed purpose, which directly addresses global megatrends including climate action, population growth and urbanisation, and the key ESG themes, risks, and opportunities that emerged were organised into a draft ESG framework.

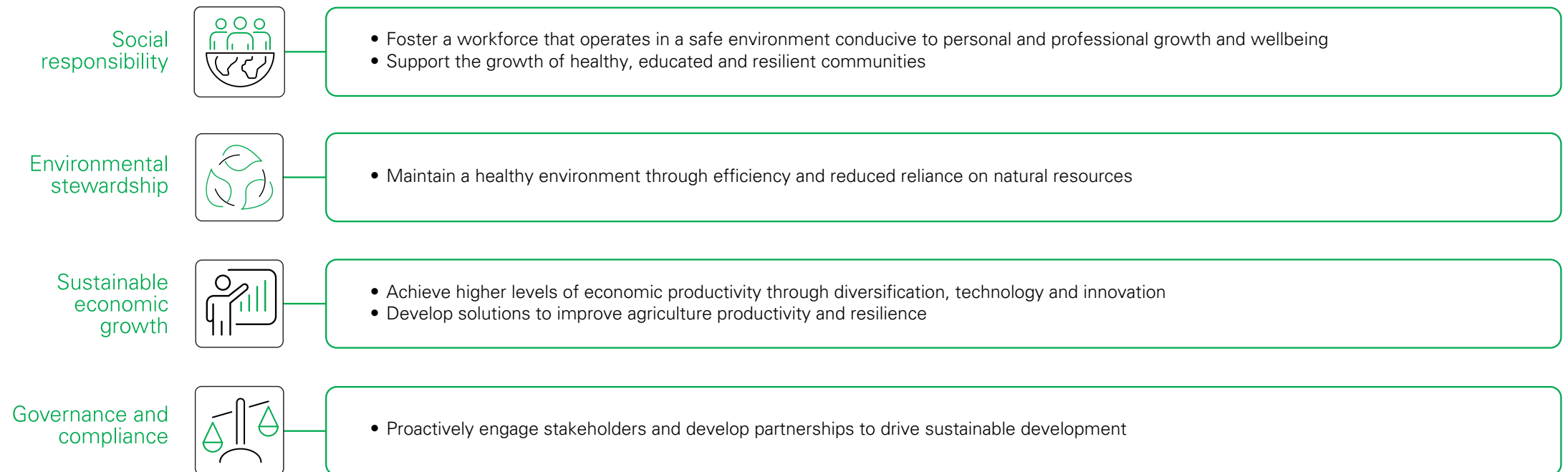
This framework was used to outline sustainable development performance measures and targets before it was aligned to the UN SDGs. This ESG framework and accompanying strategy was approved in May 2024.

This ESG Report provides an update on our performance against our 2022 strategy and targets. The execution of this strategy in the past three years has resulted in improved safety in the workplace, reduced carbon emissions, improved energy efficiency and a growing renewable energy portfolio as well as better water use efficiency and greater water recycling at our operations.

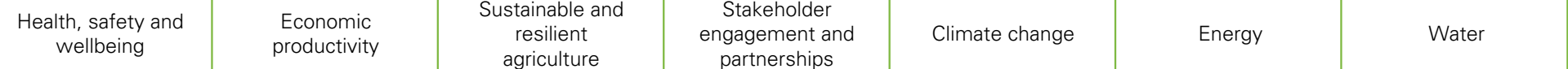
Our refreshed ESG strategy considers our business strategy to protect and grow our core, while expanding our international mining and agriculture businesses in line with good ESG outcomes. It also expands our focus from manufacturing to encompass a cradle to grave product lifecycle.

Our goal is to continuously strive to achieve zero harm positive impact through responsible business practices, creating a **Better World**

Our goal is underpinned by four key pillars of sustainable development and a set of sustainability commitments



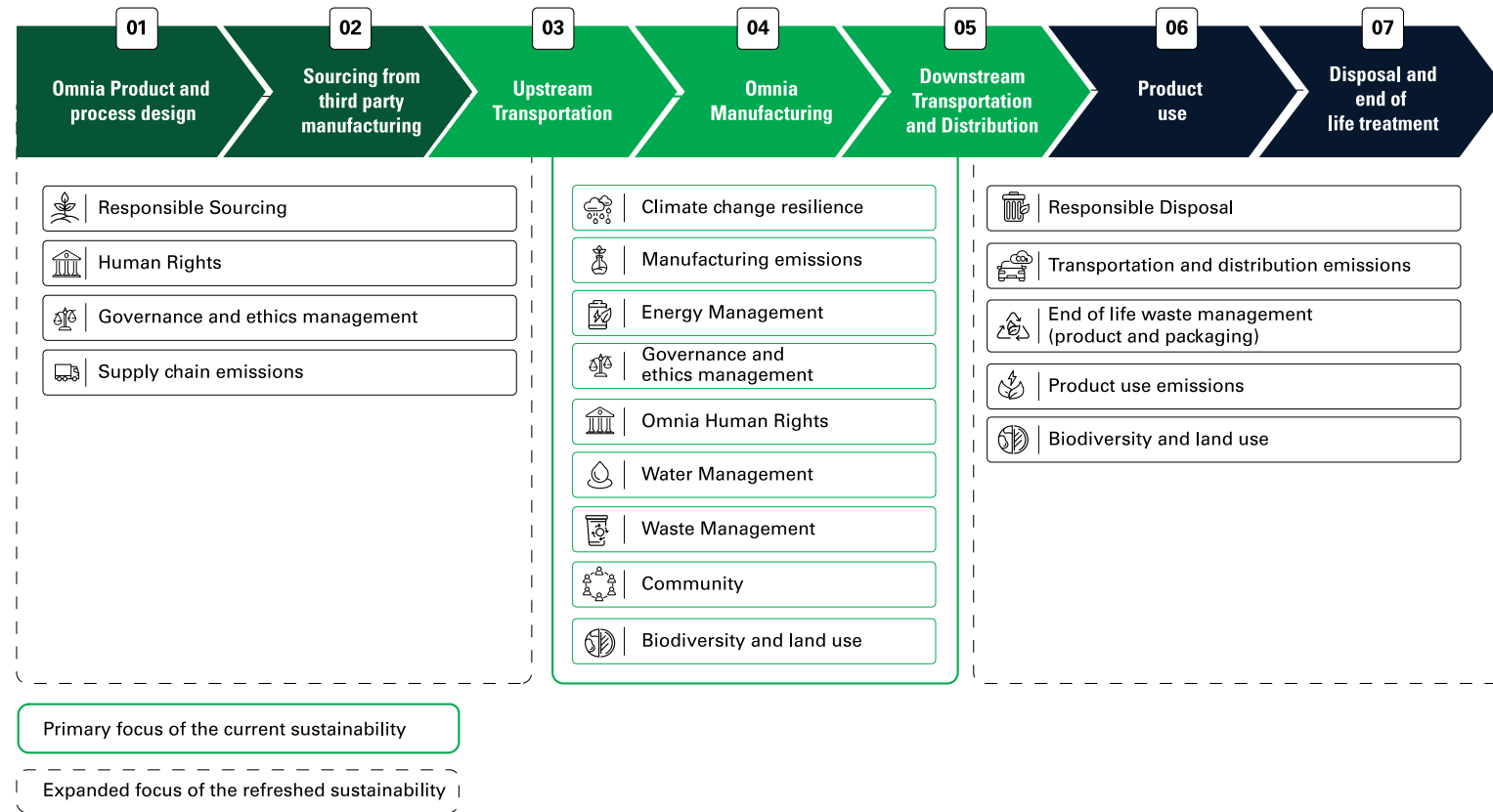
We have defined our focus areas for each of the key pillars



And aligned our focus areas to the SDGs



Our sustainability strategy continued



Aligned to our business strategy and purpose, our sustainability strategy and framework acknowledges the impact we have on people’s lives through our contribution to food security, the creation of employment and development of skills that enable a just transition to a low-carbon economy. Guided by our four core values, it further affirms that we deliver this impact with due care for the planet and through the leveraging of our skills, knowledge and technology to introduce efficiencies in the use of natural resources.



Transitioning to a greener, more sustainable future

<p>Operations:</p> <p><i>Climate change action</i></p> <ul style="list-style-type: none"> Climate change vulnerability GHG emissions <p><i>Energy management</i></p> <ul style="list-style-type: none"> Energy efficiency Renewable energy <p><i>Water management</i></p> <ul style="list-style-type: none"> Potable water consumption Water recycling <p><i>Waste management</i></p> <ul style="list-style-type: none"> Waste recycling <p>Products:</p> <p><i>Product stewardship</i></p> <ul style="list-style-type: none"> Responsible sourcing Investment in innovative solutions to reduce reliance on natural resources Responsible and efficient product use End-of-life circularity 	<p>Employees:</p> <ul style="list-style-type: none"> Safe and healthy working conditions People development Employee wellness Diversity, equity and inclusion Fair and responsible remuneration <p>Communities:</p> <p><i>Enterprise development</i></p> <ul style="list-style-type: none"> SMME and entrepreneurship development Smallholder farmer development Community business incubation <p><i>Community support</i></p> <ul style="list-style-type: none"> Education development Enhanced food security Community safety 	<p>Good governance:</p> <ul style="list-style-type: none"> Board responsibility for ESG oversight Board diversity Board independence <p>Compliance:</p> <ul style="list-style-type: none"> B-BBEE Human rights <p>Ethical practices:</p> <ul style="list-style-type: none"> Code of ethics and conduct Anti-corruption policies and measures Whistleblower protection <p>Risk Management</p> <ul style="list-style-type: none"> Effectiveness of risk management systems including ESG-related risks
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The maintenance and growth of an economically sustainable business hinges on an enhanced sustainability strategy that embeds ESG principles across our product value chain, ultimately ensure that ESG underpins our business strategic decisions, daily operations and our engagement with our people, communities and external stakeholders. Omnia’s refreshed sustainability strategy is enabled and is monitored through the following ESG framework relevant to our business:

- Environmental stewardship – Omnia as the steward of the planet
- Social responsibility – Omnia caring for people
- Governance – Omnia acting responsibly

Engaging with stakeholders

Sound stakeholder relationships underpin the success of our business, delivery on our strategy and our ability to create and share value. To better understand our external operating environment, stakeholder expectations, risks, opportunities and material issues, open, honest and transparent stakeholder engagement is essential. Stakeholder engagement and the building of trust in relationships are core to our purpose and underpin our four strategic priorities.

Stakeholder engagement enables Omnia to inform, consult, collaborate with and empower key stakeholders to realistically meet our CSI and ESG objectives. A review of our stakeholder engagement framework was conducted in FY24.

A detailed account of our approach integrated stakeholder engagement and value creation may be found on pages 32 to 34 of our [Integrated Annual Report](#).

Identifying and prioritising our stakeholders

We prioritise stakeholders by considering:

- Their potential to contribute to our strategic success
- The extent to which they can influence our performance
- Implications of a stakeholder’s concerns and how stakeholders are in turn impacted by our concerns
- Risk to which Omnia would be exposed should a stakeholder’s concerns not be addressed

Our stakeholders



Investors

Why they are important

Our investors support our business by providing the capital critical to the business such as shareholders, potential investors, providers of capital and other funders.

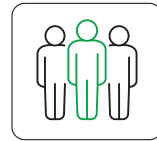
Our ambition

We aim to accurately and transparently engage and align with shareholders on a wide range of topics, including executive compensation, strategy, risk management, sustainability and corporate governance.

Value created in FY24

- Headline earnings: R7/share
- R1 156 million paid in dividends
- 165 124 361 shares in issue
- Closing share price at 31 March 2024: R59.03
- Decarbonisation journey underway – committed to achieving net zero by 2050

Critical relevant SDGs



Employees and labour unions

Why they are important

Our employees (and their representative unions) provide the knowledge, skills and experience required for the successful and safe operation of our business.

Our ambition

We aim for harmonious engagement to promote productivity and a culture of delivery as we strive to improve our employee value proposition. The unions represent employees in wage and benefit negotiations, among other aspects.

Value created in FY24

- 3 756 people employed, including 524 contractors
- R2 135 million paid in salaries and benefits
- R43 million spent on training and development to build employee capacity
- 132 employees have participated in Leadership Excellence in Action Programme (LEAP), 115 completed
- 2 288 employees attended training and development

Critical relevant SDGs



Customers

Why they are important

Customers are essential to our growth and development, and for our long-term sustainability.

Our ambition

Omnia prioritises customer satisfaction with innovation to develop new products and services, underpinned by reliable supply, quality assurance, the efficient use of inputs and the optimisation of outputs, and the sustainable use of our products.

Value created in FY24

- Security of supply maintained
- Generated revenue of R22 219 million

Critical relevant SDGs



Sizwe Cebekhulu

Engaging with stakeholders continued



Business partners and suppliers

Why they are important

Global supply complexities require enhanced supply chain management resilience and agility (in an increasingly unpredictable market). We depend on business partners and suppliers in executing our distribution and growth strategies.

Our ambition

To support Omnia's capacity and service delivery by maintaining strong supplier and partnership agreements through reliable supply and delivery; optimisation of product quality and pricing; reduced supply chain risk through diversified supply chain strategy; and local sourcing and innovation. We expect suppliers to comply with our supplier code of conduct.

Value created in FY24

- R16 195 million spent on purchase of goods and services
- 33% or R5 344 million was spent locally (preferential procurement)
- 4 039 suppliers

Critical relevant SDGs



Government and regulators

Why they are important

Government and regulators develop and enforce legislation and associated regulations, which have a significant influence on our operations.

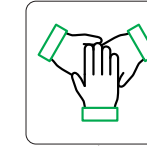
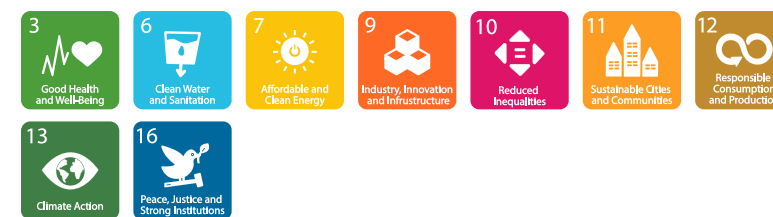
Our ambition

To comply with regulatory requirements and engage constructively with policymakers in all the jurisdictions in which we operate, maintain engagement via professional associations regarding new legislation, and adhere to product communication protocols.

Value created in FY24

- Operations in 26 countries
- R631 million paid in taxation
- Regulatory compliance in all jurisdictions

Critical relevant SDGs



Host communities and NGOs

Why they are important

Communities grant us our social licence to operate.

Our ambition

We partner with communities to implement development programmes for longer-term socio-economic sustainability that delivers measurable impact.

Value created in FY24

- Our key host communities are in Sasolburg, Dryden and Losberg where regular community engagements are held, providing valuable insights on community needs, expectations and on how best to align our CSI strategy in response
- Focus on localisation for employment and procurement
- R141 million of total procurement spent within local communities
- R50 million spent on social investment covering food security, skills development and education

Critical relevant SDGs



Omnia fire trucks, Sasolburg Edward Mokena, Teboho Thoahlane, Hank du Plessis (left to right)

Our material matters

In FY24, Omnia conducted its first double materiality assessment. This process was facilitated by an external consultant, in collaboration with the leadership team, with the ultimate identification of material matters overseen by the Group executive committee (exco) and confirmed by the board.

We used the definition of double materiality recommended under the IFRS® Foundation Sustainability Accounting Standards Board (SASB) as the combination of Impact and Financial materiality, where:

- a. Impact materiality** defines how our activities, operations and value chain impact a broad range of internal and external stakeholders and the environment
- b. Financial materiality** defines how sustainability issues related to the external environment and stakeholders have an impact on our financial performance, cash flows and prospects

The process that was followed included:

- 01** A review of material matters determined and/or reported by our local and global peers, global sustainability reporting standards (SASB, GRI), and ratings agencies. This process was run concurrently with the risk identification process, and a high degree of alignment was found between the two. We recognise that although not all material matters pose inherent risks, risks are almost always counted as material matters.
- 02** This was compared with the material matters identified in FY23, resulting in an extended comprehensive list of 26 matters.
- 03** An online survey of our leadership (Group executive, business segment and discipline heads) and the board was undertaken based on the list of 26 matters to determine which matters were most important from both an impact and financial materiality perspective, the time frames (short, medium and long term) and, for financial materiality, whether the matter is a risk and/or opportunity. We had a 72% response rate.
- 04** The outcomes were discussed at an executive committee workshop and a number of important additional matters were raised based on the committee's knowledge of the market, company and our strategic plan. The outcomes were again considered by exco and referred to the SEC for consideration and adoption.
- 05** In determining our most material matters, we developed a materiality matrix based on a combination of impact and financial materiality and identified 14 material matters. We then established a list of the top 12 impact materiality and 12 financial materiality matters. Combined, the two approaches resulted in a total of 17 matters.

Two additional matters were added by exco, resulting in 19 material matters which we present under the headings of Environment, Society, Governance and Economic material matters.



Environment



1. Securing stable access to water and being good water stewards



2. Preventing pollution and ensuring compliance with all environmental legislation, regulations and permits



3. Developing sustainable products and services that meet the needs of a lower carbon economy



4. Promoting energy efficiency, transitioning to renewable energy sources and ensuring that we adapt our company and our products to climate change



5. Protecting and promoting biodiversity and sustainable ecosystems



Governance



1. Ensuring the security of our people, assets and product (including cybersecurity)



2. Upholding business ethics and integrity and promoting disclosure and transparency



3. Promoting sound risk management (including critical incident management) and leading governance practices



4. Considering and mitigating geopolitical instability and country risks



Society



1. Ensuring occupational and process safety, and the wellbeing of our workforce



2. Safeguarding customer and community health and safety (including emergency preparedness)



3. Respecting and upholding human rights of employees, communities and our supply chain



4. Attracting, retaining and developing talent suited for the future nature of work



5. Creating a positive and inclusive workplace culture where employees feel valued, fulfilled and rewarded



Economic



1. Adapting to and mitigating impacts of public infrastructure failures (electric, water, roads, ports)



2. Ensuring business model resilience and agility in response to changing market circumstances



3. Ensuring customer satisfaction and responsiveness to customers' needs



4. Developing and maintaining strategic partnerships with suppliers, customers and other collaborators



5. Pursuing innovation in products and processes

Our material matters continued

Material matters and how they relate to reporting



Material matter	Time frame (short, medium or long term)	Risk and/or opportunity	Capitals affected	Relevant SDGs	Stakeholders involved	Report references for further detail
Securing stable access to water and being good water stewards	Medium	Risk		 		ESG Report: <i>Environmental stewardship – page 28</i> IAR: <i>Strategy – page 18</i> <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Our response to climate change – page 20</i> <i>CEO’s review – page 9</i>
Preventing pollution and ensuring compliance with all environmental legislation, regulations and permits	Medium	Risk		 		ESG Report: <i>Environmental stewardship – page 28</i> IAR: <i>Business model – page 23</i>
Developing sustainable products and services that meet the needs of a lower carbon economy	Medium – long	Opportunity		 		ESG Report: <i>Environmental stewardship – page 28</i> IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i>
Promoting energy efficiency, transitioning to renewable energy sources and ensuring that we adapt our company and our products to climate change	Long	Opportunity		 		ESG Report: <i>Environmental stewardship – page 28</i> IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i>
Protecting and promoting biodiversity and sustainable ecosystems	Long	Opportunity				ESG Report: <i>Environmental stewardship – page 28</i> IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i>

Our material matters continued

Material matters and how they relate to reporting continued



Society

Material matter	Time frame (short, medium or long term)	Risk and/or opportunity	Capitals affected	Relevant SDGs	Stakeholders involved	Report references for further detail	
Ensuring occupational and process safety, and the wellbeing of our workforce	Short – medium	Risk		 	 	ESG Report: <i>Social responsibility – page 35</i> <i>Environmental stewardship – page 28</i>	IAR: <i>Strategy – page 18</i> <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Social responsibility - page 54</i> <i>CEO's review - page 9</i>
Safeguarding customer and community health and safety (including emergency preparedness)	Medium	Risk	 		 	ESG Report: <i>Environmental stewardship – page 28</i>	IAR: <i>Business model – page 23</i> <i>Social responsibility – page 54</i>
Respecting and upholding human rights of employees, communities and our supply chain	Medium	Risk	 	 	 	ESG Report: <i>Environmental stewardship – page 28</i>	IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i> <i>Environmental stewardship – page 52</i>
Attracting, retaining and developing talent suited for the future nature of work	Medium	Opportunity Risk		 		ESG Report: <i>Environmental stewardship – page 28</i>	IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i> <i>Environmental stewardship – page 52</i>
Creating a positive and inclusive workplace culture where employees feel valued, fulfilled and rewarded	Medium	Opportunity		 		ESG Report: <i>Environmental stewardship – page 28</i>	IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i>

Our material matters continued

Material matters and how they relate to reporting continued



Governance

Material matter	Time frame (short, medium or long term)	Risk and/or opportunity	Capitals affected	Relevant SDGs	Stakeholders involved	Report references for further detail
Ensuring the security of our people, assets and product (including cybersecurity)	Short – medium	Risk		 		ESG Report: Responsible governance – page 43 IAR: Strategy – page 18 Business model – page 23 Capital trade-offs – page 26 Our response to climate change – page 20 CEO’s review – page 9
Upholding business ethics and integrity and promoting disclosure and transparency	Medium	Risk				ESG Report: Responsible governance – page 43 IAR: Business model – page 23
Promoting sound risk management (including critical incident management) and leading governance practices	Medium	Risk Opportunity				ESG Report: Responsible governance – page 43 IAR: Business model – page 23 Capital trade-offs – page 26 Manufacturing and supply chain – page 56
Considering and mitigating geopolitical instability and country risks	Medium – long	Risk				ESG Report: Responsible governance – page 43 IAR: Business model – page 23 Capital trade-offs – page 26 Manufacturing and supply chain – page 56

Our material matters continued

Material matters and how they relate to reporting continued



Material matter	Time frame (short, medium or long term)	Risk and/or opportunity	Capitals affected	Relevant SDGs	Stakeholders involved	Report references for further detail
Adapting to and mitigating impacts of public infrastructure failures (electric, water, roads, ports)	Short – medium	Risk		 	 	ESG Report: <i>Environmental stewardship – page 28</i> IAR: <i>Strategy – page 18</i> <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Our response to climate change – page 20</i> <i>CEO’s review – page 9</i>
Ensuring business model resilience and agility in response to changing market circumstances	Medium – long	Opportunity			 	ESG Report: <i>Sustainable economic growth – page 23</i> IAR: <i>Business model – page 23</i>
Ensuring customer satisfaction and responsiveness to customers’ needs	Medium	Opportunity				IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i>
Developing and maintaining strategic partnerships with suppliers, customers and other collaborators	Medium	Opportunity			 	IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i>
Pursuing innovation in products and processes	Medium – long	Opportunity		 	 	ESG Report: <i>Sustainable economic growth – page 23</i> IAR: <i>Business model – page 23</i> <i>Capital trade-offs – page 26</i> <i>Manufacturing and supply chain – page 56</i>

Contribution to SDGs

Omnia recognises the role we must play in helping to address the wider global sustainability issues of energy consumption, climate change, water scarcity and food security. We do this by supporting and contributing to the United Nations Sustainable Development Goals (SDGs) as well as local development agendas where we operate.

To enhance life for people and the environment, we need cohesive efforts on a local and global scale. We support and are committed to contributing to the 17 SDGs, as well as local development agendas where we operate.

We have incorporated the SDGs into our sustainability and stakeholder engagement frameworks and have prioritised a number of goals based on our ability to make a positive impact.

Through our sustainability strategic process, we prioritised the following SDGs:

Direct alignment: These six SDGs are material to Omnia’s core business.



Direct influence: These are additional SDGs on which we can have a direct influence, but for which specific targets have not been set as we believe these are embedded within our business strategies.



Indirect alignment: These six SDGs are embedded in Omnia’s core business and covered in some form in policies or operational execution, but no specific SDG targets are set as per UN guidelines.



Our SDG scorecard in FY24

We have mapped the SDGs that are directly aligned with our business and the SDG targets over which we have a direct influence.





PERFORMANCE AND OUTLOOK

In this section

- 23 Sustainable economic growth >
- 28 Environmental stewardship >
- 35 Societal responsibility – our people and communities >
- 43 Responsible governance >

Joel Mkhohlis





SUSTAINABLE ECONOMIC GROWTH

In this section

- 25 [Creating and sharing value](#) >
- 26 [Improving economic, social and environmental outcomes](#) >
- 26 [Research, development and innovation](#) >
- 27 [Case study: New electronic detonator plant in Western Australia](#) >
- 27 [Case study: AXXIS™ Centralised Electronic Blasting System unlocks ESG benefits](#) >

BME Dryden plant, Delmas

Sustainable economic growth

We innovate to enhance life

As the current custodians of Omnia, a business that is over 70 years old, we are committed to ensuring its sustainability for future generations.

Omnia is part of a greater socio-economic ecosystem and the value we add is a measure of the wealth Omnia creates for our main stakeholder groups: shareholders, employees, debt providers, customers, suppliers and fiscus of the countries in which we operate. Moreover, we focus on innovation, not only to drive growth and ensure the business is sustainable, but to minimise our impact on the environment and make a positive contribution to society.



Nomonde Vimba

FY24 highlights

Created and shared value of **R4.8 billion**, thereby contributing to our greater socio-economic ecosystem

Invested **R13 million** in research, development and innovation (RDI) activities with plans to invest R21.9 million in FY25

As at the end of FY24, we held **1 205** registered trademarks and 15 registered patents

Leveraged our Nutriology® model and progressed development of a biostimulant product range as we expand into the AgriBio sector

Concluded strategic agriculture technology partnerships with established players via our AgriTech offering

INNOVEX™ formulations integrated higher used-oil content

Formed a strategic partnership with Swedish company Hypex Bio, a pioneer of hydrogen peroxide emulsions

Protea Chemicals implemented a comprehensive turnaround plan to increase top-line sales by diversifying its portfolio, optimising supply chain management and reducing costs

Material matters

- Developing sustainable products and services that meet the needs of a lower carbon economy
- Ensuring business model resilience and agility in response to changing market circumstances
- Ensuring customer satisfaction and responsiveness to customers' needs
- Developing and maintaining strategic partnerships with suppliers, customers and other collaborators
- Pursuing innovation in products and processes

SDGs



KPIs

- Operational capex
- RDI spend
- Carbon footprint
- Consumption of energy
- Water consumption
- Waste reduction and recycling rates
- Community investments
- Training spend
- Supply chain miles
- Governance-related training costs

Performance against targets

Targets to FY25	Strategic target to FY30	Progress in FY24 against FY20 baseline
Improving agricultural output Upskill and enable small-scale farmers to increase their agriculture productivity.		✓ The Zamdela Community Food Programme supports 83 agricultural entrepreneurs to grow fresh produce, supporting food security and income-generating opportunities. A partnership between Omnia and Reel Life supports household food security and entrepreneurship. The project has reached more than 23 200 households and 169 small-scale farmers.

Sustainable economic growth continued

Our impact

The global population is expected to increase to 9.7 billion in 2050, with 68% urban occupancy increasing the demand for nutritious food, water and energy. Human activities over the years have led to global warming and the urgent climate action required to limit growth in global warming to below 1.5 degrees Celsius by 2050.

The extractive nature of mining and agricultural practices may contribute to the inefficient use of natural resources such as water, minerals and land.

Population growth and transition to a low-carbon economy require skills and expertise to adapt to the technological advancements and the social and environmental changes for people to sustain their own lives and livelihoods in this new economy. The elements underpinning our purpose statement respond to this challenge mix by acknowledging the impact we have on people's lives by contributing to food security, creating employment, employability and skills, thereby enabling this just transition to a low-carbon economy. We deliver this impact with due care of our planet, while we leverage our skills, knowledge and technology to introduce efficiencies in the usage of natural resources, land, water and energy.

Our approach

Our intention is to achieve higher levels of economic productivity through diversification, technology and innovation. One of the ways in which we will do this is by developing solutions to improve agricultural productivity and resilience.

The strength in our Group lies in the unique competitive advantages that each of our business segments has in their relevant markets, as well as having one of the largest and most modern manufacturing capabilities in SADC.

Our supply chain is versatile and integrated, and supports all businesses within the Group, ensuring agility in securing alternate sources of supply, and enabling resilience through the product development and production cycles. We are able to leverage value-adding innovative solutions and combine this with a range of value-added services.

Creating and sharing value

Our intention and approach

We seek to create maximum value for our stakeholders, ensuring that we balance this and mitigate negative impacts on the environment. In doing this, we take a long-term view.

Our performance in FY24

This statement demonstrates the financial value we have created, and how this has been distributed among our main stakeholder groups.

Value created in FY24

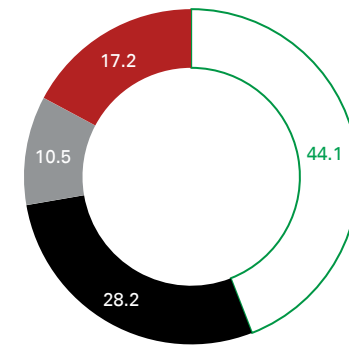
R million	FY24	FY23	FY22
Revenue	22 219	26 572	21 437
Net cost of raw materials, goods and services	(17 374)	(21 354)	(16 815)
Total wealth created by continuing operations	4 845	5 218	4 622
Total comprehensive income from discontinued operations	—	—	260
Value added	4 845	5 218	4 882

Value distributed in FY24

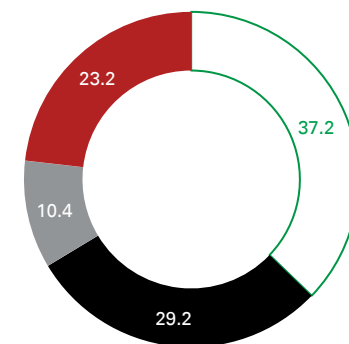
R million	% of wealth distributed in FY24	FY24	FY23	FY22
<i>To employees</i>				
Remuneration and benefits	44	2 135	1 941	1 811
<i>To providers of capital</i>				
Dividends	17	1 156	1 343	1 008
Finance costs	1	1	179	150
<i>To government</i>				
Local taxation		332	418	265
Foreign taxation	11	180	125	153
<i>To reinvestment in the business</i>				
Deferred taxation	1	25	58	46
Depreciation and amortisation	12	605	673	726
Retained for growth	15	—	481	723
Total wealth distributed	100	4 845	5 218	4 882

Value added ratios

R million	FY24	FY23	FY22
Number of employees	3 756	3 869	4 010
Revenue per employee	5 916	6 868	5 346
Value created per employee	1 290	1 349	1 217



Legend: Employees (Green), Reinvested in business (Black), Government (Grey), Providers of capital (Red)



Legend: Employees (Green), Reinvested in business (Black), Government (Grey), Providers of capital (Red)



Johannes Mabaso



Sustainable economic growth continued

Improving economic, social and environmental outcomes

Our intention

We seek to develop solutions to improve agricultural, mining and other industrial productivity and resilience.

Food security is increasingly at risk as land available for production in traditionally agricultural areas shrinks due to urbanisation and industrialisation. Water is likely to become scarcer in some regions and more abundant in others and changing global weather patterns will disrupt agricultural production. Our approach is to be an integral part of the biotech revolution and a leader in biological industrialisation to create modern, sustainable solutions for our current and future customers.

In respect of our mining activities, our approach is to improve towards precision blasting, not only to reduce the mining footprint, but also to help our customers limit the consumption of natural resources.

Our approach

The Group's expertise and institutional knowledge is a key driver of sustainable growth for the business. Using technical innovation together with intellectual capital, we add value for customers throughout the supply and service chain in our drive to grow the business.

Our performance in FY24

This section should be read in conjunction with our [Integrated Annual Report](#).

Agriculture

Omnia's Agriculture segment produces and trades in ammonia, speciality ammonia and direct application fertilizers. Its competitive edge lies in its Nutriology® model, which is based on the science of growing, and involves partnering with agricultural producers, taking a holistic approach to crop and soil management.

The development of our biostimulant products is key, as this is a significant growth driver for the business. Biostimulants offer a sustainable and environmentally conscious option for improving crop health, yields and soil quality. Biostimulants, differing from nutrients, offer unique benefits, with our R&D efforts encompassing both microbial and non-microbial solutions like kelp and humates. Omnia's strategic focus on expanding into the AgriBio sector and biostimulant research aligns with the Group's broader objective of fostering sustainable agriculture practices.

Industry growth projections continue to indicate a healthy growth trajectory for biostimulant fertilizers across the world. Omnia's plans to develop new markets for this business in Southeast Asia, South America, the United States and Europe remain in place.

Our Nutriology® model focuses on promoting resource efficiency and optimising yields and crop quality to maximise returns, while reducing farming and environmental risks. We have increased our focus during the year on Nutriology Solution Development initiatives incorporating technology-driven support, such as remote sensing and geographic information system (GIS) mapping.

We have further bolstered our offering with the conclusion of strategic agriculture technology (AgTech) partnerships with established players. The AgTech offering of the Agriculture division includes sensing systems, remote sensing and robotics for precision farming, precision farming through data analysis, artificial intelligence (AI), long-term yield monitoring, and autonomous vehicles for use in agriculture.

Mining

The Mining segment largely comprises BME which provides blasting services to the mining industry. BME's INNOVEX™ formulations integrate higher used-oil content. The BME product development team also prioritises projects that align with our strategic objectives such as developing alternative recycled green fuels.

A strategic partnership, secured in October 2023, with Swedish-based Hypex Bio has garnered significant interest given our partner's pioneering emulsion using hydrogen peroxide. This emulsion offers significant environmental benefits and is the first commercially viable non-nitrate explosive emulsion in the market. As more companies commit to decarbonising their value chains, this technology has the potential to transform the explosives supply industry.

Chemicals

Protea Chemicals is one of the largest chemical manufacturers and distributors of local and international chemical products in South Africa, with an extensive supply chain in 16 countries in Africa. To boost its performance, Protea Chemicals has implemented a comprehensive turnaround plan to increase top-line sales by diversifying its portfolio, optimising supply chain management and reducing costs.

The turnaround strategy, which encompasses people, plant, product and process, focuses on adapting to evolving market dynamics driven by technological advancements and changing customer preferences. Likewise, a growing emphasis on sustainable and environmentally friendly products, along with increasing environmental regulations and society's expectations, are driving greater emphasis on sustainable and eco-friendly products and processes.

Small-scale farming

We support small-scale farmers in improving their yields. Our successes include:

- A successful partnership with Reel Life, providing up to 40 000 beneficiaries with access to fresh produce daily. This programme aims to promote nutritious food security at household level through the innovative and environmentally friendly Garden-in-a-Box model.
- The Zamdela Community Food Project, which aims to fight food insecurity through community food projects that help promote the self-sufficiency of low-income communities.

Research, development and innovation

Our intention

Omnia's commitment to our purpose, "*Innovating to enhance life, together creating a greener future*", drives our research and development initiatives and supports our sustainability imperatives in our agriculture, mining, chemicals and manufacturing and supply chain operations. CoEs are being rolled out to foster best practice, innovation, efficiency and quality.

Our approach

RDI is performed by business units across the value chain, from manufacturing inputs through to the responsible application of our products. RDI fulfils a crucial role in addressing business challenges, maintaining a competitive advantage, exploring new and sustainable methods of doing business, enhancing existing products and services, and supporting field marketing efforts.

Focusing on environmentally friendly processes, our RDI is evolving to include sustainable practices based on circular economy principles, aiming for zero effluent, and ensuring all raw materials contribute positively to plant nutrition without harming the environment.

Our performance in FY24

Omnia's RDI predominantly focuses on addressing business challenges and enhancing our market offerings. Recent years have seen the launch of targeted projects aimed at seizing opportunities, mitigating risks and reinforcing our market standing.

We are further leveraging and elevating our RDI capability through the establishment of a CoE. The primary objectives of this centre include identifying disruptive R&D opportunities, leveraging existing innovation, prioritising RDI initiatives and aligning its focus across the Group, managing trademark assets and encouraging cross-functional collaboration.

The CoE will also manage relationships with external parties, such as universities and engineering firms, and consider investment opportunities through an RDI acquisition framework. This will enhance the RDI team's visibility while ensuring alignment with the Group's strategy and its translation into appropriate capital deployment.

See our [Integrated Annual Report](#) and case studies for more details on our RDI efforts.

Looking ahead

R&D functions fulfil a crucial role in maintaining a competitive advantage across Omnia, exploring new and sustainable methods, enhancing existing products and services, and supporting field marketing efforts.

Embedding the RDI CoE will assist with focusing and prioritising these efforts, leveraging existing knowledge and enhancing innovation capabilities for the Group and across divisions.

In terms of planned R&D investment, the capital programme for FY25 includes an allocation of R21.9 million. This success hinges on a collaborative effort between sourcing, production, engineering, and our development lab.

Sustainable economic growth continued

Case study

New electronic detonator plant in Western Australia

BME is seeking to bolster its presence in Australia by establishing local manufacturing capabilities, and has committed to expanding its infrastructure in that country. As a major mining nation, there is a strong business case for the local manufacture of electronic delay detonators and related equipment to service the Australian mining industry.

Importantly, this move will reduce the carbon footprint of the product, create local jobs and protect customers from risks related to manufacturing and transport delays.

BME has been operating in Australia for almost a decade, and BME's electronic detonators meet Australia's strict safety regulations and facilitate large, precise, dependable and hence safer blasts. Our investment will expand BME's manufacturing capacity from 300 000 detonator units to 500 000, which marks a significant boost to the Group's global manufacturing capability.

In Western Australia, the construction of an electronic detonator plant marks the first such plant, despite Australia being a mature mining market.

As the first domestic producer of electronic detonators in Western Australia, this is a strategic initiative that will provide opportunities for BME to leverage this investment by better servicing existing customers and expand its customer base.

Given the proximity of the plant to miners' operations, BME will be able offer its mining clients shorter lead times at a lower cost. Likewise, the proximity will also minimise the impact of potential disruptions, such as those experienced during the COVID-19 pandemic, offering customers security of supply.

The plant will yield carbon reduction benefits due to a decrease in products being imported, hence minimising the environmental impact.

The investment in Western Australia is a key step in developing manufacturing capacity outside South Africa.

Case study

AXXIS Centralised Electronic Blasting System unlocks ESG benefits

Electronic blasting was introduced in underground mining in the 1980s. It has advanced a long way since then.

The planned launch in FY25, subject to regulatory approval, of the AXXIS Centralised Electronic Blasting System (CEBS) represents a significant step forward in blasting technology and enables BME to further expand its underground blast offering. AXXIS CEBS complements the existing AXXIS product range, offering miners a premium digital detonator system, suitable for various blasting applications. AXXIS CEBS enhances safety, functionality and efficiency for underground mining operations, while at the same time unlocking significant ESG benefits.

The recent commercialisation of AXXIS CEBS follows development work undertaken in FY23 by electronic engineers and other specialists.

Its real-time, two-way communication between the blast and the surface enables comprehensive remote monitoring and transparent data transmission throughout the blasting process. AXXIS CEBS uses a surface-based blast controller and underground logging device. Information is relayed from the underground logging device to a blasting box and then to the control box, enabling centralised control of the entire blasting process from the surface. The system saves time during blast setup and execution while its monitoring capabilities contribute to streamlining workflows and optimising operational outcomes.

Designed for underground mining environments, AXXIS CEBS prioritises safety, programmability and user-friendliness.

AXXIS's blasting systems have unlocked new efficiencies and lowered the environmental footprints of mining sites by reducing customers' energy inputs through reduced operating downtime, focused blasting, better fragmentation and a more efficient excavation of blasted ore. They have also reduced disturbances in surrounding communities.

Our approach towards precision blasting – as delivered by our AXXIS range of products – not only reduces the mining footprint, but also reduces the consumption of natural resources.



Morwell plant, Australia



ENVIRONMENTAL STEWARDSHIP

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Environmental stewardship

We are stewards of the planet

We want to reduce the environmental footprint of our operations and products by conserving natural resources, combating and mitigating pollution, and protecting biodiversity. Through the products we develop and distribute, we seek to make a positive impact on food and mineral security and sustaining our planet for future generations.

FY24 highlights

Scope 1 and 2 GHG emissions declined by **16.4%**, primarily due to a significant reduction in scope 1 emissions within our Agriculture segment.

New products, which use dual-salt emulsion systems and waste oil technology, are delivering optimal blasting and fragmentation outcomes while minimising post-blast fumes.

Decarbonisation efforts accelerated providing us with an opportunity to switch to a renewable, environmentally friendly and locally produced energy source.

Water consumption declined by **5%** due to improved water management and the performance of the reverse osmosis water treatment plant at our Sasolburg plant.

A **0.6%** decrease in total energy usage allowed us to decrease our energy intensity. Solar-generated electricity accounted for **14.7%** of total electricity consumed and capital approved for a further **50** sites to transition to clean energy.

Formed a strategic partnership with Swedish company, Hypex Bio, a pioneer of hydrogen peroxide emulsions

A partnership with a German renewable energy group allowed us to further our exploration into the viability of developing a green ammonia production plant in South Africa.

Hazardous waste generation and hazardous waste disposal declined by **10.2%** and **44%**, respectively, in FY24. Projects such as our waste oil recycling initiative continues to sustain **110** jobs through support of a network of **11** waste oil suppliers.

Material matters

- Securing stable access to water and being good water stewards
- Preventing pollution and ensuring compliance with all environmental legislation, regulations and permits
- Developing sustainable products and services that meet the needs of a lower carbon economy
- Promoting energy efficiency, transitioning to renewable energy sources and ensuring that we adapt our company and our products to climate change
- Protecting and promoting biodiversity and sustainable ecosystems

SDGs



KPIs

- Environmental incidents
- ISO certification
- Responsible care audits
- Scope 1 and 2 GHG emissions
- Renewable energy mix
- Energy used
- Net energy efficiency
- Water usage
- Water use efficiency
- Water recycled

Performance against targets

Targets to FY25	Stretch targets to FY30	Progress in FY24 against FY20 baseline
Energy		
Reduce total energy use (TJ) by 10%	Reduce total energy use (TJ) by 20%	✓
Increase energy efficiency of products (GJ/t manufactured) by 12%	Increase energy efficiency of products (GJ/t manufactured) by 25%	✓
Increase total renewable energy consumption by 10%	Increase total renewable energy consumption (%) by 15%	✓✓
GHG emissions		
Reduce scope 1 and 2 emissions (CO ₂ e) by 15%	Reduce scope 1 and 2 emissions (CO ₂ e) by 25%	✓✓
Develop solutions to adapt to the effects of a changing climate		✓✓
Water		
Reduce total water use (ML) by 10%	Reduce total water use (ML) by 15%	✓
	Reduce water discharge (ML) by 15%	✓✓
Increase water recycling (% in ML) by 10%	Increase water recycling (% in ML) by 15%	✓✓



Environmental stewardship continued

Our impact

All three business segments (Mining, Agriculture and Chemicals) are reliant on energy and water. We produce carbon emissions, and our operations could potentially have an impact on the natural environment (water and air emissions and waste). How and where our products are used and disposed of could also have an environmental impact.

Most importantly, however, the products we develop and the way in which they are used could have a positive impact on the food, water and mineral security, and a net positive biodiversity impact.

Our approach

Our business continues to actively seek ways to conserve and responsibly consume natural resources, combat and mitigate pollution and protect biodiversity. We promote end-of-life circularity. We do this through proactive environmental management, investments and innovation aimed at reducing the environmental impact of our production processes, of the products we produce and the solutions we provide.

Environmental compliance

Our intention

Omnia is committed to sound environmental management and compliance with all applicable legislation and regulations. Our approach is transparent and collaborative with both regular engagement with authorities using established forums, and also proactively where the Group anticipates or identifies compliance challenges.

Our approach

Our board takes responsibility for ensuring regulatory and legislative compliance is observed, monitored, and reported while ongoing compliance is managed by dedicated environmental managers, with the support of subject matter experts for water, waste, air quality, climate change and land and biodiversity management.

Segmental businesses and operational sites are required to align with our SHEQ policy and for aligning their SHEQ management systems with an external standard against which the Chemical and Allied Industries' Association (CAIA) third-party audits are conducted.

The Group reports on non-compliance with conditions of authorisations and the management thereof, as well as corrective and preventative measures to address these. This includes the reporting of environmental incidents as per statutory requirements and the submission of periodic, quarterly and annual reports.

Our performance in FY24

All authorisations, licences and permits required for the operation of our business are in place. There were no material environmental incidents during the period under review and no fines, notices of non-compliance or directives were issued against the company during the year.

All three segments of our business are ISO 14001, 45001 and 9001 certified. ISO integrated recertification audits were conducted in FY23, and certification is valid for up to three years.

Both the Agriculture and Mining segments renewed their Responsible Care® Global Charter with annual CAIA Responsible Care® audits conducted.

Group environmental incidents

FY20	FY21	FY22	FY23	FY24
1	1	—	—	—

Looking ahead

- Prioritise and implement renewable projects across Omnia under the governance of the renewable energy committee.
- Enhance focus on waste management
- Evaluate a carbon capture technology pilot at Sasolburg
- Commence a process to define and baseline scope 3 emissions
- Commence the development of a procurement ESG framework

Climate action

Our intention

Omnia acknowledges that climate change is one of the world's most urgent challenges. Our business is reliant on natural resources and energy, which contribute to climate change through the production and release of GHG emissions. Our aim is to prevent any further increases in emission levels while considering alternative inputs and processes to reduce our current emissions.

Our approach

The bulk of our carbon footprint is attributed to our manufacturing operations in South Africa, rendering the carbon risk primarily specific to South Africa. However, we have a growing global footprint which lends itself to a multi-faceted approach to achieving net zero ambitions.

With our infrastructure, assets and stock, we have taken proactive measures that include the development of contingency plans in response to extreme weather patterns, particularly in geographical areas prone to natural disasters. Disruptions or stoppages in our supply chain could affect the availability and cost of raw materials and inputs. We have therefore invested in additional storage capacity for contingency stock.

Our performance in FY24

We are mindful that we are vulnerable to extreme weather events such as storms and droughts. Damage such as leakages or spills, incurred as a result of extreme weather conditions, could have a detrimental impact on the environment, nature and the community. This has encouraged us to report on the vulnerability of the business, our strategy and financial planning associated with climate change.

Plans to make our business more resilient have included supplier and community awareness. An education campaign on hazardous chemicals and the need for extra safety measures is planned for FY25.

On a global scale we work through global and multilateral initiatives such as those driven by the United Nations Framework Convention on Climate Change (UNFCCC). As part of our commitment to informing the development of effective public policy, Omnia continuously engages in various government-led policy initiatives. We are represented on the board of CAIA and as an active member we engage regularly with relevant regulatory authorities.

These engagements typically relate to climate change and carbon tax. We also maintain a close and continuous collaboration with the CAIA and Business Unity South Africa (BUSA) to actively participate in the development of various new laws and regulations, including the carbon tax law.

The Omnia Group has 49 511 carbon credits in the South African Carbon Offset Administration System (COAS), of which 4 658 will be retired in July 2024 to cover carbon tax obligations for 2023.

Managed by the Department of Mineral Resources and Energy (DMRE), the COAS allows project developers to submit project applications and emitters to surrender offsets against their carbon tax obligations.

Applications were also submitted in December 2023 to transition the Clean Development Mechanism activities to Article 6.4 of the Paris Agreement Crediting Mechanism for the Sasolburg nitric oxide abatement projects. This should extend the carbon credit generation period beyond the initial 2022 expiry date.

We continue to submit annual disclosures to the CDP, formerly known as the Carbon Disclosure Project. Omnia submitted disclosures on Climate Change and Water Security for 2023. The results of these disclosures were published on our [website](https://www.cdp.net) CDP reports - Omnia Holdings Limited] and by the CDP <https://www.cdp.net>.

Energy efficiency and transition to renewables

Our intention

Energy-efficient processes to reduce our energy demands include alternative energy solutions such as solar and cogeneration and the evaluation of abatement opportunities like new technologies and potential partnerships to reduce our impact.

Our approach

Omnia has identified crucial initiatives to reduce our energy intensity. A key priority for the Group is the implementation of energy-efficient processes, which entails reducing energy demand and exploring alternative energy solutions. To achieve these goals, Omnia will undertake short-term actions, including the adoption of solar power and cogeneration for various energy applications.

Our performance in FY24

Energy security is essential for our business. Our energy security strategy includes the implementation of energy-efficient processes, the reduction of energy use and investments in alternative energy sources to secure energy supply.

Our transition to renewable energy started in 2022 with the construction and commissioning of the first phase 5MW solar photovoltaic (PV) plant at our Sasolburg plant and followed by the commissioning of the second phase 5MW solar PV plant in November 2023.

In FY24, 12 493MWh (FY23: 4 742MWh) of solar power was generated. This, together with the electricity we produce using excess process steam from our nitric acid plants (cogeneration), will supplement up to 50% of the electricity requirements at the Sasolburg operations.

As part of our ongoing investment in the transition to clean and renewable energy within our operations, we have identified and allocated capital for a further 50 sites to transition to clean energy. At Group level, solar-generated electricity accounted for 14.7% of total electricity consumed.

In FY24, Omnia's total energy usage was 1 145TJ, a decrease of 0.6% from FY23 (FY23: 1 152TJ). Our net energy intensity improved to 0.26 GJ/t (FY23: 0.30 GJ/t).

Total energy use (TJ)

FY20	FY21	FY22	FY23	FY24
1 253	1 156	1 138	1 152	1 145

Net energy use per tonne manufactured (GJ/t)

FY20	FY21	FY22	FY23	FY24
0.38	0.31	0.29	0.30	0.26



Environmental stewardship continued

Reducing emissions

Our intention

Recognising that our business activities have an impact on climate change through the production and release of GHG emissions, we actively seek ways to prevent any further increases in emission levels while considering alternative inputs and processes to reduce our current emission levels.

Our approach

The Group has significantly reduced GHG process emissions through abatement technology and is now focusing on the reduction of other sources of GHGs.

We continue to maintain and upgrade equipment and invest in new technologies that play a role in reducing the environmental impact of our manufacturing processes while advancing our goal of operational excellence. We have also developed solutions to improve our segmental resilience and productivity. As part of our decarbonisation pathway, we aim to better understand and quantify the potential capital technology, partnerships and other requirements necessary for us to achieve our aims.

Omnia also works closely with the South African Department of Science and Innovation (DSI) on its CoalCO₂-X™ programme. The CoalCO₂-X™ aims to lessen the environmental footprint of sectors with carbon emissions which are too costly or unable to be reduced using the technology available currently. The programme strives to establish circular economy processes by using captured gases as raw material and integrating renewable ammonia synthesis to enable decarbonisation in the agricultural chemical and energy sectors.

Our performance in FY24

Omnia reports on scope 1 and scope 2 emissions categories under the GHG Protocol. Our GHG inventory calculation is, therefore, based on operational control and our ability to introduce and implement our operating policies.

Scope 1 emissions include:

- Emissions from the combustion of fuels, including diesel, light fuel oil, coal and natural gas
- Process emissions including methane (CH₄), carbon dioxide (CO₂) and nitrous oxide (N₂O) from the nitric acid (HNO₃) plants
- CO₂ process emissions from the production of calcium nitrate.

Scope 2 emissions are those associated with the production, transmission and distribution of electricity from the national grid as well as purchased steam.

In FY24, our total scope 1 and 2 emissions declined by 16.4% to 156 759 tCO₂e, primarily due to a significant reduction in scope 1 emissions within our agriculture segment.

Scope 1 emissions declined by 26% compared to FY23, primarily due to a 61% reduction in N₂O process emissions from the nitric acid plant with improved tertiary abatement effectiveness.

Scope 2 emissions reduced in FY24 due to the commissioning of the second 5MW solar plant at Sasolburg in November 2023, resulting in a 4.4% reduction in purchased electricity at Sasolburg. The Sasolburg plant accounted for 85.8% of Omnia’s group energy consumption in FY24.

Scope 3 emissions amounted to an estimated 4 million tCO₂e for the year and include employee commuting, air travel, purchased goods and services, waste generated in operations, use of sold products as well as upstream and distribution activities.

Our aim to establish a decarbonisation plan was accelerated by warnings that South Africa could run out of natural gas, the primary energy source for manufacturers, within the next two years. Global chemicals and energy company, Sasol intends to cease supply of natural gas from Mozambique in July 2026, thereby halting supply to downstream consumers in Gauteng, KwaZulu-Natal and Mpumalanga.

At the dryer operations, natural gas serves as a fuel within the granulation plants: it removes excess moisture from granular fertilizer products and is essential for emissions abatement at the nitric acid plants.

Manufacturers like Omnia are considering a range of alternative sources of energy such as biogas. The construction of a biomethane production facility in Sasolburg, in anticipation of the discontinued supply of natural gas, offers Omnia an opportunity to switch to a renewable, environmentally friendly and locally produced energy source. The construction of a biomethane production facility in Sasolburg, in anticipation of the discontinued supply of natural gas, offers Omnia an opportunity to switch to a renewable, environmentally friendly and locally produced energy source. See our [biogas case study](#) on page 34.

In FY24, we partnered with WKN Windcurrent, a subsidiary of German renewable energy group PNE, and entered into collaboration with Sasol to explore the viability of developing a green ammonia production plant in South Africa.

Omnia aims to decarbonise its Sasolburg site, and while our current intention is to be an offtaker and not a producer of green ammonia, the availability of green ammonia presents a transformative opportunity for the business.

GHG emissions by scope (tCO₂e)

	FY20	FY21	FY22	FY23	FY24
Scope 1	481 331	178 139	252 803	110 774	81 716
Scope 2	143 260	83 461	84 105	76 828	75 043
Total	624 591	261 500	336 908	187 602	156 759

GHG emissions by segment

	FY20	FY21	FY22	FY23	FY24
Agriculture	605 853	243 195	316 694	165 090	142 440
Mining	12 492	13 075	13 476	16 884	9 699
Chemicals	6 246	5 230	6 738	5 628	4 620

Scope 1 versus scope 2 emissions (%)

Scope 1	52
Scope 2	48

GHG emissions by segment (%)

Agriculture	91
Mining	6
Chemicals	3

Products for a lower carbon economy

Our intention

Omnia is growing and diversifying our products and the markets in which we operate. Investments in the research and development of “green” chemicals such as green ammonia, biomolecular products and biotechnologies are among the new solutions we are exploring.

Our approach

Omnia recognises that we may face reduced demand for products that have a high carbon footprint or contribute to GHG emissions. Climate change awareness and shifting consumer preferences towards sustainable products and services could potentially impact demand for certain chemicals or solutions.

Our performance in FY24

Our Agriculture division has used our Nutriology® model, which is based on the science of growing, and involves partnering with agricultural producers to holistically manage crops and soil quality, resulting in the development of modern and sustainable agricultural practices and products. Improved agricultural practices will help reduce the sector’s GHG emissions generated by outdated farming practices.

The division also explores and introduces new fertilizer products that contribute to higher crop yields. This will help in crop optimisation and reduce excess nitrates that are not absorbed by the crops and end up emitted into the atmosphere. Although they account for a smaller percentage of GHGs in the atmosphere, nitrates have a higher global warming potential than carbon dioxide.

Our Mining segment has an innovative emulsion system that recycles used oil for effective blasting called INNOVEX™. This service is the first step in our ultimate goal of decarbonising the blasting value chain. Expanding our activity in the oil market enables us to make significant contributions to South Africa’s circular oil economy. See our [case study on waste oil recycling](#) on page 34.

Our AXXIS™ electronic blasting techniques also offer a notable advantage to customers by consuming less energy. Blasting plays a crucial role in mining operations, and a well-executed blast results in predictable and consistent muck piles and dilution. This is highly beneficial to customers as it aligns with their pursuit of environmentally friendly practices and supports

their commitment to implementing sustainable measures in the industry.

Our customised products, which use dual-salt emulsion systems and waste oil technology, are designed to deliver optimal blasting and fragmentation outcomes while minimising post-blast fumes. See our [case study on dual salt emulsions](#) on page 33.

Looking ahead

Evaluate the feasibility of new technologies and potential partnerships to reduce our climate change impact through carbon capture and utilisation projects and natural gas alternatives.

Water stewardship

Our intention

Water is a precious natural resource essential to every aspect of life. Increasing industrial demand for water poses a significant risk to the availability and quality of potable water.

Omnia acknowledges the centrality of water to our operations and customers. Water conservation and demand management are central to the water management improvement initiatives adopted at our own operations, as well as the development of products and solutions that can improve our customers’ water use efficiency.

Our approach

We seek to minimise water usage and, where water is integral to our operations, we seek to recycle as much as possible. There are opportunities to standardise water conservation and management practices across our business. We are in the process of analysing our water and wastewater footprints with a view to developing a global plan to reduce water consumption and water waste across our operations.

Our performance in FY24

Omnia’s water consumption declined by 5% from 1 678ML in FY23 to 1 588ML in FY24. The reduction was mainly due to improved water management and the performance of the reverse osmosis (RO) water treatment plant at the Sasolburg plant. The RO plant recycled 119.9ML in FY24, equivalent to 9% of Sasolburg plant’s total water consumption. The Sasolburg plant accounted for 83% of Omnia Group’s water consumption in FY24.

Our Agriculture business, the largest consumer of water within the Group, recycled 172.5ML of the total 174.4ML recycled by the Group.

The effluent discharged decreased 23% to 134ML (FY23: 175ML). Sasolburg is the only site which, in line with the conditions specified in its water use licence (WUL), discharges water directly into a water resource in South Africa.

During FY24, improvements in water management included a 59% reduction in blowdown discharged from the RO plant and a 15.8% improvement in water recycled from the stormwater dam at our Sasolburg plant.

Environmental stewardship continued

Our R3 million project to investigate the possibility of harvesting grey water for use as process water in our mining business has progressed, with all the boiler and cooling tower water at BME's Dryden manufacturing plant now being treated with RO.

The commercial feasibility of using this technology to eliminate the generation of non-recyclable grey water is currently being studied and similar projects may be proposed for BME's other manufacturing plants in the coming year.

Water use (ML)

FY20	FY21	FY22	FY23	FY24
1 857	1 978	1 861	1 678	1 588

Water use per tonne manufactured (ML)

FY20	FY21	FY22	FY23	FY24
0.57	0.53	0.48	0.44	0.41

Volumes of water recycled or reused (ML)

	FY20	FY21	FY22	FY23	FY24
Recycled volumes	15	51	66	140	174
Percentage recycled	1	3	4	8	11

Water abstraction per source (ML)

	FY20	FY21	FY22	FY23	FY24
Municipal	1 565	1 895	1 779	1 608	1 503
Groundwater	74	67	69	66	88
River/streams	4	3	4	3	3

Water discharged (ML)

FY20	FY21	FY22	FY23	FY24
553	311	175	175	84

Effluent volumes discharged (ML)

	FY20	FY21	FY22	FY23	FY24
Agriculture	524	284	153	157	116
Chemicals	29	27	22	18	18

Water efficiency (KI/t per segment)

Agriculture	0.43
Mining	0.13
Chemicals	0.64

Looking ahead

- Disciplined water management
- Continued evaluation of water reuse opportunities

Waste management

Our intention

Omnia is committed to improving our active waste management and recycling.

Our approach

Omnia has waste management and reduction practices in place. We are constantly seeking ways to reduce the volumes of waste. Currently, the waste is disposed of and removed from our sites safely and responsibly.

All our segments are actively engaged in waste recycling. However, the hazardous nature of the waste generated in the business militates against the reuse or recycling thereof.

We are increasing our investment in RDI to rehabilitate and, where possible, recycle all waste.

Our performance in FY24

The volume of hazardous waste generated by the business fluctuates according to production volumes and plant activities such as shutdowns, construction and decommissioning. Hazardous waste generation and hazardous waste disposal declined by 11.7% and 43.9%, respectively, in FY24.

Our hazardous waste disposal is managed by third-party contractors under strict monitoring and control. Enforcement of waste manifests and the certification of safe disposal is also tightly controlled.

Non-hazardous waste is responsibly recycled, reused or disposed of on site to limit the volume of waste that would otherwise be taken to landfills. We continue to invest in innovation and research to rehabilitate and, where possible, recycle all waste.

The recycling of waste has encouraged our business segments to find innovative ways of limiting resource use, removing potential pollutants from the environment, and providing socio-economic development opportunities for small business and individuals within the community.

After successfully identifying an opportunity to use waste oil as a base in its emulsion products, BME now uses only waste oil in its emulsion products for blasting. The 30ML of waste oil consumed by BME is collected by a network of 11 suppliers that are located in its local communities. Please see our [waste oil case study](#) on page 34.

Non-hazardous waste (tonnes)

	FY20	FY21	FY22	FY23	FY24
Non-hazardous waste disposed	659	1 046	1 584	2 467	4 047
Non-hazardous waste reused/recycled	848	1 147	1 025	1 277	551

Hazardous waste (tonnes)

	FY20	FY21	FY22	FY23	FY24
Hazardous waste disposed	1 873	2 012	2 329	2 043	1 146
Hazardous waste reused/recycled	418	1 576	934	602	706

Looking ahead

- Evaluate circular economy opportunities for non-hazardous waste
- Enhance focus on waste management





Environmental stewardship continued

Case study

Dual-salt emulsion product continues to yield ESG benefits

BME introduced dual-salt – ammonium nitrate and calcium nitrate (AN/CN) – cold emulsion products into South Africa over 30 years ago. However, the safety and environmental advantages of dual-salt emulsions have gained more attention from the mining sector as companies pursue more ambitious ESG goals.

Dual-salt emulsions offer several ESG and other advantages over single-salt products, such as environmental and safety benefits, improved performance and energy efficiency. Dual-salt emulsions exhibit lower nitrate contamination and GHG emissions than single-salt emulsions, contributing to enhanced safety and reduced environmental impact. In terms of performance, dual-salt emulsions mitigate the risk of crystallisation by incorporating calcium nitrate into the emulsion mixture, thereby prolonging the emulsion's life and improving overall performance.

Cold emulsions require lower temperatures for manufacturing, leading to significant energy savings and promoting sustainability in manufacturing and supply chain processes. Cold emulsion is manufactured at just 65°C – considerably lower than the 85°C used for single-salt emulsion.

Single-salt emulsions produced at higher temperatures require extensive cooling periods which limit handling and transportation on demand. But the lower temperatures at which dual-salt emulsions are manufactured means the emulsion does not require as much time to cool before it can be delivered to customers, providing an added efficiency benefit in the manufacturing and supply chain processes. In addition, in the event of supply chain disruptions, such as during the COVID-19 pandemic, the product has proven to remain stable even during long shipment periods.

The careful adjustment of oxidiser and fuel proportions in dual-salt emulsions reduces the release of harmful gases during blasting. Toxic fumes can affect not just miners, but even communities in the proximity of mines where open-pit blasting is conducted.

A reduction in the use of ammonium nitrate in the dual-salt emulsions has also reduced exposure to volatility in the price of ammonia.

Other benefits include performance parity, with field tests demonstrating comparable energy performance between single-salt and dual-salt emulsions under identical blasting conditions, dispelling misconceptions about the energy superiority of single-salt emulsions.

In addition, dual-salt emulsions exhibit better resistance to reactive ground conditions due to the lower ammonium nitrate content. This is further enhanced by BME's specific emulsifier and use of recycled oil as a fuel agent. While not common, reactive ground is potentially a highly dangerous and frequently misidentified hazard. A runaway reaction between sulphide minerals and ammonium nitrate can lead to the spontaneous and premature detonation of one or more blast holes.

BME's dual-salt emulsions represent a paradigm shift in blasting operations. They present a comprehensive solution for mining companies to improve safety, reduce environmental impact and increase operational efficiency. By embracing innovation and sustainability, BME is contributing significantly towards a more responsible and resilient mining industry.

The R&D Group has invested into the dual-salt emulsion produced by BME gives it a competitive advantage, which is bolstered by the fact that the Group's Agriculture division produces calcium nitrate.

Case study

Sasolburg facility driving a transition to renewables

Providing sustainable energy solutions for our operations is an ongoing focus for the Group. It includes initiatives to improve energy-efficient processes and reduce energy demand, and focuses on energy solutions which will limit our reliance on fossil fuel-generated power.

In FY24, the expansion of our solar plant at the Sasolburg site doubled our renewable energy capacity to 10MW. The plant, completed in two phases, included the installation of 22 000 bi-facial solar PV panels, boosting the solar plant's energy efficiency and generation capacity, over an area of 12 hectares.

On a group-wide basis, renewable electricity supplied by phase 1 and 2 accounts for around 10% of our energy mix.

When added to the electricity generated from excess process steam at the nitric acid plants, this solar plant will satisfy between 38% and 48% of the Sasolburg operations' requirements.

In addition to increasing the business's power supply, the plant will reduce Omnia's energy requirements on the national grid. As a result, the company believes neighbouring communities and small businesses will benefit from the less constrained power grid.

The Sasolburg operations are a vital part of Omnia's supply chain, and the solar power plant is expected to generate annual energy cost savings of about R28 million a year to end March 2024. From April 2024, the yearly savings will be around R32 million.

In FY25, a further expansion is being considered, which could take the Group's solar capacity to 20MW. This new phase will bring the percentage of renewable energy making up our energy mix to 20%.

The investment in solar partially mitigates the impact of loadshedding and reduces our environmental footprint. Already, in FY24, our total emissions declined by 30 843 tCO₂e, due in part to the expansion of the solar PV plant at the Sasolburg manufacturing site.

In a further thrust towards a more sustainable energy mix, Omnia and WKN Windcurrent continue to evaluate the feasibility to produce green hydrogen and green ammonia from renewable energy sources. This is an ongoing initiative since FY23 when the two companies signed a memorandum of understanding.

Once developed, the Sasolburg plant could be powered by renewable wind and solar power developed by WKN. Omnia is looking to have a combined 200MW of solar and wind power fed into the Sasolburg facility, also to be developed by WKN. To power the plant internally, including the electrolysis process, the business is considering a 100MW solar plant.



Environmental stewardship continued

Case study

Biomethane project on the horizon

Plans are well advanced to mitigate the impact of a halt to gas supply from Mozambique in 2026. Omnia has signed a letter of intent to secure biomethane from a facility that may be built in Sasolburg. The Group is also considering an investment in this biomethane facility.

Omnia's plans follow potential security of gas supply issues for South Africa after 2026 due to the anticipated discontinuation of gas supply from Mozambique to the market.

If the biomethane project goes ahead, Omnia, unlike other businesses that rely on natural gas, will not have to import. The biogas price is expected to fall below the price of liquefied natural gas (LNG), making it a high demand, cost-competitive and environmentally friendly product should the project be successful.

The biomethane facility has the potential to ensure supply stability through a local supply model insulated from international influences. The project is planned for implementation in phases, with 6 x 0.5 petajoule modules constructed sequentially from FY25.

Biomethane is renewable, environmentally friendly, and in this case, locally produced, and as such it presents advantages over traditional natural gas. The production process relies on anaerobic digestion to break down organic materials. A distinctive feature of the facility lies in its use of two feedstock sources: purpose-grown energy crops as the primary feedstock and poultry manure sourced from local producers as the secondary feedstock.

The anaerobic digestion also generates two valuable by-products, both potentially contributing to Omnia's revenue streams. The initial by-product, referred to as digestate, functions as an organic fertilizer that enhances soil quality and significantly improves crop yields. Therefore, synergies exist where waste from the biomethane process could be accessed by Omnia's core fertilizer business. The second by-product consists of food-grade carbon dioxide, offering a further potential revenue stream.

The project still requires due diligence regarding technology, feed supply capability and logistics.

The concept of farming for energy is becoming the basis of a growing industry. Trials on energy crops are underway and there is scope to expand energy crop production on uncultivated land, and with the expansion of farming there are opportunities for the fertilizer division to capitalise on. The fertilizer market in SADC is relatively mature and this serves as an opportunity to stimulate agriculture in the region and facilitate a larger-scale shift to the use of biogas.

Participation in the biomethane project through an offtake agreement and as a shareholder will reduce risk in relation to energy supply, and will enhance Omnia's environmental performance, complementing its existing initiatives in sustainable energy.

Case study

BME's use of waste oil benefits the business, customers and the environment

BME seeks to offer the most advanced explosives, accessories and services solutions to the mining, quarrying and construction industries, and does so in ways that optimise ESG.

Waste oil is increasingly being used in Omnia's emulsion products for blasting. In South Africa, BME consumes approximately 25% of the total used lubricating oil generated, thus preventing it from being dumped in landfills and contaminating water and soil if not otherwise very carefully disposed of.

The waste oil industry in South Africa also supports a significant number of jobs through numerous community-based SMEs, from collection and transportation to processing and recycling. BME's demand for waste oil helps to support this industry. Our waste oil recycling initiative has created an estimated 110 jobs through our support of small businesses.

The waste oil market has become increasingly competitive and BME has expanded the recycling of waste oil in South Africa and to other countries within SADC, such as Botswana and Zambia, a strategy that has already yielded results with an increase in volumes collected.

After the waste oil is collected, it is treated in BME's treatment plant near Delmas in Mpumalanga to remove undesirable contaminants. Following stringent testing the processed oil is used as a fuel source in BME's range of emulsions, ensuring the products' high levels of safety, stability and performance.

BME utilises the highest loading of processed used oil for long haul products in the industry. This reduces the business exposure to fuel price volatility and reduces its reliance on virgin fuels such as diesel, giving it a competitive advantage in fuel supply chain security.

Emulsion explosives made with waste oil are typically more cost effective and sustainable than traditional explosives. This can help mining companies to reduce their costs and new carbon footprint and thus improve their profitability.

Using waste oil as a base in our emulsion products conserves other oil resources and removes the waste oil from the environment. During the blasting process the waste oil is fully disposed of as it is "combusted" during detonation in BME's oxygen balanced formulations. This is increasingly important as concerns grow about water security and air quality in South Africa.

BME is a member of the Rose Foundation, an organisation that aims to ensure that, as much as possible, used lubricating oil and related waste is responsibly collected, recycled, accounted for and managed in an environmentally responsible manner.

See [case study on Pintoza Used Oil](#) on [page 42](#).



SOCIAL RESPONSIBILITY

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Hercules Nxasana (inspecting harness), Sizwe Cebekhulu (wearing harness) and Nkuthalo Kholiso (on ladder)

Social responsibility – our people and communities

We care for people

We foster a workforce that operates in a safe environment, conducive to personal and professional growth and wellbeing. Our goal is to ultimately achieve zero harm, while supporting the sustainable growth of healthy, educated and resilient communities.



Dakalo Christopher Ndou

FY24 highlights

Zero fatalities were recorded and our proactive approach to safety and health resulted in an **89%** decrease in our RCR. For the fourth consecutive year, we have recorded zero occupational illnesses.

Maintained key partnerships with universities and professional associations to attract and retain top talent in specialised fields.

Continued refining our learning model and broadening opportunities to staff at every level of the organisation through an investment of **R43 million** in training.

Female representation in top management increased **40%** and female representation at a senior management level increased to **41%**.

Continued growth of the company has seen an correlating increase in social investment spending. Social investments amounted to **R50 million** with **5 million** set aside for the education for women in STEM.

Support for persons with disabilities (PWD) through learnership programmes contributes to the upskilling of 60 learners annually.

The Food Security Programme assisted 2 210 beneficiaries to expand their household gardens to income gardens while equipping 169 individuals with farming skills and input for small scale farming.

Material matters

- Ensuring occupational and process safety, and the wellbeing of our workforce
- Safeguarding customer and community health and safety (including emergency preparedness)
- Respecting and upholding human rights of employees, communities and our supply chain
- Attracting, retaining and developing talent suited for the future nature of work
- Creating a positive and inclusive workplace culture where employees feel valued, fulfilled and rewarded

SDGs



KPIs

- Total number of employees (including contractors)
- Number of safety incidents
- Recordable case rate (RCR)
- Women in the workforce (%)
- Total training spend
- Total community investment

Performance against targets

Targets to FY25	Stretch targets to FY30	Progress in FY24 against FY20 baseline
Safety		
Reduce injuries by 30%	Reduce injuries by 50%	<div style="text-align: center;">✓✓</div> <p>RCR reduced by 85%, LTIR reduced by 90% and total injuries reduced by 80%</p>
Communities		
Develop and foster partnerships to drive sustainable participation in the economy through our CSI programme, focusing on food security, Agri-Skills training and science, technology, engineering, and mathematics (STEM) education		<div style="text-align: center;">✓✓</div> <ul style="list-style-type: none"> • Food Security Programme benefited 23 200 households since its launch in 2022 • Agri-Skills programme established first Omnia Agri-Skills Academy. With the first 10 students having completed their training and 9 placed in employment and entrepreneurship opportunities. • Primestars EduCate Maths and Science programme attracted participation of 980 Teachers and 110 schools across all 9 provinces. • Zamdela Community Food Project initiated community food projects aimed at enhancing the self-sustainability of low-income neighbourhoods. • Step Up 2A Green Start Up roll-out in 2023 reached 12 802 beneficiaries



Social responsibility – our people and communities continued

Safety, health and wellbeing

Our intention

The safety, health, and wellbeing of all our employees, contractors and communities at and around our operations is a business priority. Our goal is zero harm.

Our approach

Our purpose and values-based beliefs guide our approach to safety, health and wellbeing, which we continuously improve through a number of initiatives and programmes.

One of our four core values is to “Be Safe”. This guides the types of behaviours we want our business, people and stakeholders to demonstrate. Not only do we act and operate in a safe manner, we also encourage psychological safety where everyone can speak up and share their views and concerns.

Our safety and health approach is further supported by five inter-related elements:

1. Responsibility: the shared belief that everyone is morally and ethically bound to act in the best interest of their colleagues, the company and society as a whole
2. Accountability: management leads by example and ensures that our workforce is provided with the correct level of support, instruction, training and equipment
3. Clear expectations: safety expectations are clearly set and communicated, with a commitment to achieving these goals
4. Ethics: management systems are supported by strong ethical practice that not only encourages people to follow the prescribed rules and requirements, but also empowers employees to speak up and raise concerns without fear
5. Attitude: the right attitude plays an influential role in building a strong safety culture. Employees need to feel a sense of pride, purpose, and belonging

We make use of our occupational hygiene surveys and Ergonomics Health Risk Assessments to monitor and appropriately respond to conditions in the workplace that could harm the health of our employees. Through our medical surveillance programme, we monitor potential occupational illnesses and support our employees to identify any acute or chronic conditions that could have an adverse impact on their wellbeing. We also provide stress management and mental health support to our employees.

Our performance in FY24

There were no fatalities in FY24 (FY23: 0) and our RCR was 0.05 (FY23: 0.16). Our RCR has decreased by 89% since FY20.

For the fourth consecutive year, we have recorded zero occupational illnesses.

RCR – Group

	FY20	FY21	FY22	FY23	FY24
	0.49	0.35	0.21	0.16	0.05

Total safety incidents – Group

Incident	FY20	FY21	FY22	FY23	FY24
First aid cases	91	85	66	74	50
Lost-time injuries	16	19	11	6	2
Recordable cases	34	21	13	10	3
Fatalities	—	—	2	—	—
LTI rate	0.3	0.35	0.18	0.10	0.03

Omnia’s Agriculture segment showed an improvement in its RCR during the year to 0.06 (FY23: 0.26), while the Mining and Chemicals segments retained their zero RCR.

Segment RCR

Segment	FY20	FY21	FY22	FY23	FY24
Agriculture	0.57	0.54	0.21	0.26	0.06
Mining	0.15	0.11	0.15	—	—
Chemicals	0.89	0.25	0.28	—	—

Our Mining segment achieved 3 584 878 injury-free manhours, while the Agriculture and Chemicals achieved 3 403 513 and 1 416 060 injury-free man hours, respectively.

Safety programmes

All three segments retained their ISO 45001 certifications, an international standard for health and safety at work.

In FY24, the Group began implementation of Major Hazard Installation regulations across applicable sites in Agriculture, Chemicals and Mining.

Our Agriculture segment’s Sasolburg safety initiative, Bolokeha, promotes visible felt leadership and incentivises employees to achieve performance-based goals. In FY24, the initiative’s implementation resulted in greater employee engagement and safety awareness, with the number of repeat near misses minimised.

Omnia’s Sasolburg plant, which has the largest staff complement, hosted its second SHEQ Day in FY24. The day was used to reinforce occupational health, safety and process safety principles as well as recognise employees for their contribution to improving the plant’s safety performance.

The roll-out and implementation of emergency response and new contractor management strategies continued to gain momentum.

Our Mining segment enhanced the Safety for Life programme in FY24 by adopting the “dirty dozen” concept from the aviation industry. This concept focuses on the 12 most common human errors that result in safety incidents and has enabled the Mining segment to identify and progressively address the common human factors and behaviours that can contribute to accidents and incidents.

The Chemicals segment continued to drive the “See Something, Say Something, Do Something” initiative in FY24. This initiative encourages employees to actively observe their surroundings and report any potential safety hazards or concerns. This initiative is integral to our commitment to a culture of vigilance and accountability.

Recognising the need for engaging safety communication, the segment introduced Safety Ben, a character that serves as a symbol of our commitment to safety excellence at Protea Chemicals. Safety Ben serves as a relatable figure, driving home the message of “Report it, Fix it”. Our communication campaign channels include posters and digital platforms through which Safety Ben shares safety tips and reminders, encouraging employees to take ownership of safety in their daily activities.

Safety representatives

Safety representatives continue to play an important role in our approach to safety. They undertake monthly inspections at their specific plants to identify any safety-related issues, participate in monthly plant safety meetings, incident investigations and quarterly safety, health and environment (SHE) representative meetings with management. Their role includes identifying workplace hazards, incident investigations and facilitating emergency drills. They also communicate workforce health and safety concerns to management.

In FY24, a total of 191 safety representatives were appointed across the business (FY23: 319).

Managing leading indicators

Omnia strives to manage safety and health proactively by measuring and managing both leading and lagging indicators, which include safety audits and inspections undertaken, near miss incidents (safety and process safety), as well as hours spent on safety training.

Near miss reporting

We continue to encourage near miss reporting as we believe this creates awareness, vigilance, and attention to detail. Lessons from these reports are shared across the Group to improve performance. In FY24, we reported 1 505 near misses (FY23: 1 560), made up of 336 reports from the Agriculture segment, 16 from Group, 47 reports from Mining and 1 109 reports from Chemicals.

The continued reporting of near miss incidents and accidents reflects an important part of our culture that encourages personal responsibility for safety. There is no increase in the total number of near misses reported.

Near miss reports – Group

	FY20	FY21	FY22	FY23	FY24
	1 589	1 204	1 371	1 560	1 505

Managing process safety

Omnia’s process safety management framework covers the processing and handling of hazardous substances. The framework is applied to assist us to manage and ensure the integrity of operating systems and processes by applying good design principles as well as engineering and operating practices that reduce safety risks and incidents associated with processes handling hazardous materials and energies. These include hazardous or flammable material releases that could result in harmful impacts, fires or explosions.

We align our process safety management metric reporting with the American Petroleum Institute’s Recommended Practice: Process Safety Performance Indicators for the Refining and Petrochemical Industries and the International Council of Chemicals Association’s (ICCA) Globally Harmonised Process Safety Metric. Reporting against this protocol allows us to identify root causes of incidents correctly and to implement appropriate corrective actions.

Omnia recorded a 12-month rolling fire, explosion, and release (FER) rate of 0.38 during the year (FY23: 0.74). There has been a 66% improvement in our FER since FY20.

Of the 33 process safety incidents recorded, zero would be classified as major by Omnia (FY23: 74; 1). A total of 80 near miss or low severity process safety incidents were recorded in FY24 (FY23: 105).

FER – Group

	FY20	FY21	FY22	FY23	FY24
	1.11	1.65	0.75	0.74	0.38

Process safety incidents

	Minor	Moderate	Serious	Major
	24	9	—	—



Social responsibility – our people and communities continued

Audits

In total, the Group underwent 143 audits and 1 485 inspections during the year (FY23: 152 and 1 560).

Legal compliance audits were undertaken at all our sites and are being rolled out to sites outside South Africa. These process safety audits will be undertaken at all installations. The Mining segment concluded a process safety audit at a site in the Democratic Republic of the Congo in FY24.

Each of Omnia’s three business segments are signatories to the CAIA Responsible Care® principles. In November 2023, Mining had its triennial external Responsible Care® audit, which was conducted by the CAIA. There were no findings logged. No other segments underwent a Responsible Care® audit during FY24.

Transport infrastructure challenges in the SADC region have resulted in businesses becoming more reliant on roads to transport products to customers. Through our Group logistics steering committee, we implemented road transport standards during FY24. The standards are linked to the Safety and Quality Assessment for Sustainability (SQAS) assessment scheme, which evaluates chemical companies on the safety, environmental, security and quality performance of their logistics service providers and distributors under the guidance of the CAIA.

The Mining segment conducted SQAS 1 audits on 89% of its bulk and accessory transporters during FY24; the Chemicals segment achieved SQAS accreditation for its entire fleet. The Gqeberha, Cape Town, Bloemfontein, Polokwane, Nelspruit, and East London branches of the Chemicals segment achieved 100% in their SQAS 1 audits. No SQAS audits were conducted in the Agriculture segment.

Safety training

We continue to place a great deal of emphasis on safety training, and in FY24 reported 65 094 safety training hours (FY23: 80 725 training hours).

Some of our training initiatives included:

- Inspection and internal auditor training
- Incident investigation training
- Hazard identification and risk assessment
- Hazard and operability analysis
- Hazardous chemicals training
- Safety and process safety, and environmental awareness training
- SHEQ procedure overviews
- Fire fighting
- First aid
- Emergency equipment use training
- SHE representative training

Occupational health

Omnia conducts periodic medical and biological checks through its medical surveillance programme. The programme is guided by our health risk assessment, conducted by the business’s health practitioners.

Looking ahead

We will continue to undertake process safety and legal compliance audits at all our sites in and beyond South Africa. Monitoring of the medical surveillance programme beyond South African work sites will also be rolled out in FY25.

Attracting and retaining talent

Our intention

We aim to ensure that we attract and recruit a high-performing team of people capable of delivering a competitive advantage that ensures the growth of our business, while providing fulfilling and challenging work opportunities.

Our approach

We prioritise high-impact human resource initiatives aligned with our goals, which also drive operational optimisation and enhance our ability to attract and retain the right people.

Omnia’s topmost priority is to retain talent in difficult-to-fill positions such as engineering, finance, agronomy and technology. Stay interviews are among the initiatives we use to meet that goal. These interviews are used to collect insights into the reasons people choose to leave Omnia or remain in their positions. In line with our commitment to transformation, we have also prioritised the employment of local community members.

Our performance in FY24

Our total staff cohort is made up of 3 756 people (FY23: 3 869). This is made up of 86% permanent employees (FY23: 3 160) and 14% fixed-term contract workers (FY23: 478).

Most of our employees 2 930 (78%) (FY23: 2 813 [72.7%]) are based in South Africa. The remainder are at our rest of Africa and international operations.

Voluntary staff turnover was 71.6% (FY22: 67.4%).

Number of employees (including temporary employees)

	FY20	FY21	FY22	FY23	FY24
	4 426	4 200	4 010	3 869	3 756

Distribution of employees by segment (%)

Segment	FY23	FY24
Agriculture	42	38
Mining	38	43
Chemicals	15	13
Head office	5	6

Geographic distribution of employees (%)

	FY23	FY24
South Africa	73	78
Rest of Africa	23	19
Asia Pacific/Australasia	3	2
Americas	1	1

Training and development

Our intention

Omnia’s learning proposition is aimed at equipping our employees with the relevant skills and experience to perform optimally in their current roles. The development of our workforce is essential for the delivery of our strategy and entrenching our purpose.

Our approach

We have implemented consistent talent review processes across the Group to identify, nurture and develop talent. The processes are complemented by a number of initiatives aimed at guiding employees’ career paths and development.

Our performance in FY24

We invested R42.9 million (FY23: R43.8 million) in learning and development programmes in FY24, including work-integrated learning and graduate programmes, which reached a total of 32 (FY23: 54) participants.

The business also continued building a sustainable talent pipeline through:

- Targeted continuous professional and personal development opportunities
- An employee assistance programme
- Employee bursaries totalling R2.7 million to 62 employees, of whom 22 are women

We invested R10 million in the Omnia Future Fund, which supports employees through financial assistance for their children’s education. The programme, which began in FY23 benefited 233 beneficiaries in FY24 (FY23: 256), of whom 77% are historically disadvantaged South Africans (HDSAs).

Total training spend – Group (R million)

	FY20	FY21	FY22	FY23	FY24
	19.2	14.7	30.5	43.8	42.9

Learnerships and apprenticeships

Of the 14 learners who participated in our flagship programme in FY20, 11 obtained their NQF 4 qualifications and were absorbed into our Sasolburg operation and two were absorbed in the chemical industry.

In FY24, our Chemicals segment engaged 19 new learners. These learners will participate in the programme for the next three years.

Technical apprenticeship

Our flagship technical apprenticeship programme has resulted in 62 learners graduating in the following disciplines:

- Chemical operations
- Boiler making
- Mechanical fitting
- Instrument mechanics
- Electricians
- Welding
- Adult education and training
- Artisans (recognition of prior learning)

Graduate development

In FY24, Omnia’s graduate development programmes employed 32 people across various disciplines. Over the years, we have refined these programmes to include performance feedback sessions and individual development plans.

Agronomist in training

In the fourth quarter of FY24, the Agriculture division launched its Agronomist in Training Graduate Development programme. The programme is aimed at building a talent pipeline for the agronomy discipline to meet the critical skills scarcity in the industry. The launch event for the programme brought together 20 outstanding students from various universities who are interested in pursuing a career in agronomy. A further objective of this initiative is to cultivate partnerships with leading universities as we strive to engage and attract prospective talent for the business.

Skills development programmes for HDSAs

Our Mining business introduced a blasting skills development programme in the Khâi-Ma, Pella, Pofadder, Witbank and Onseepkans communities of the Northern Cape. Qualifying community members benefited from mentorship and hands-on experience. The second phase of the programme began in March 2024. The programme is an addition to a 10-month blasting training programme offered to 18 employees, also in the Northern Cape.

PWD Learnership

The Omnia PWD learnership programme supports upskilling, integrating, and preparing persons living with a disability for success in the workplace. Learners extend their knowledge through various qualifications that specialise in plant production, business administration and business practices. By participating in this programme, individuals are taught business writing, problem solving, ethics, cultural awareness, self-management and self-development, project teamwork, and business policies and procedures.

Social responsibility – our people and communities continued

Our 2024 cohort comprised 60 black unemployed learners made up of the following:

- 39 African females
- 16 African males
- 3 coloured females
- 2 coloured males

The learners commenced a 12-month programme in the following qualifications:

- Plant Production NQF 1-20 learners
- Business Practice NQF 1-10 learners
- Business Administration 3-15 learners
- Business Administration 4-15 learners

Leadership development

In the third quarter of FY24, our Executive Development for Growth and Excellence (EDGE) programme came to an end. The programme was launched at the start of FY24 and offered to 41 global leaders, providing them with a platform to discuss the practical implications of living Omnia’s purpose and values and explore ways to reinforce these through leadership behaviour.

The programme has made great strides in developing our leadership and equipping them with the skills to resolve challenges.

Additional development programmes and initiatives included the continuation of the Community of Practice for Engineers, which was launched in FY23, with a focus on retaining key capabilities through recognition, development and mobility.

In line with our leadership development strategy, Omnia launched the LEAP in collaboration with Duke Corporate Education, based in the United States. LEAP was targeted at our Top 150 middle and senior level leaders and aims to equip participants with an understanding of the significance of culture in successfully delivering the business’s purpose and strategy.

The programme also encourages leaders to embrace Omnia’s new values and behaviours and commit to their own personal and professional growth. Of 150 participants, 120 completed the programme.

Looking ahead

In FY25, we will establish an internal coaching capability for our leaders to support graduate engagement and development.

Our leadership programmes including EDGE will continue, building on the foundation of fundamental leadership skills that was started in 2023 and deepening leadership capabilities around leading teams and managing across boundaries.

The launch of IGNITE, our Supervisory Leadership Development Programme which aims to enhance leadership capabilities for supervisors and team leaders, will provide training that will equip employees for current and future leadership roles. The IGNITE programme will unlock leadership potential by providing practical training that aligns with the company’s operational approach and methodologies.

We further aim to collaborate with universities to expand business knowledge and strengthen competencies.

Culture and engagement

Our intention

Through our journey to a One Omnia organisational culture, we aim to ensure that every employee is aligned with our shared purpose and values.

Our approach

Our culture journey to One Omnia, where every employee is aligned with our shared purpose and values, has made good progress. We workshopped our redefined values extensively with business leaders and a broader employee base and formally launched our purpose at an event in FY24.

The principles underpinning this journey are:

- Embedding our revised purpose, strategy, brand and culture with our people
- Investing in the development of our people
- Driving team effectiveness
- Driving accountability through clarity and integration
- Driving engagement with our stakeholders through behaviours based on shared values

Our performance in FY24

During FY24, we appointed a task team, supported by two external experts, to design a strategy defining our desired organisational culture shift initiatives.

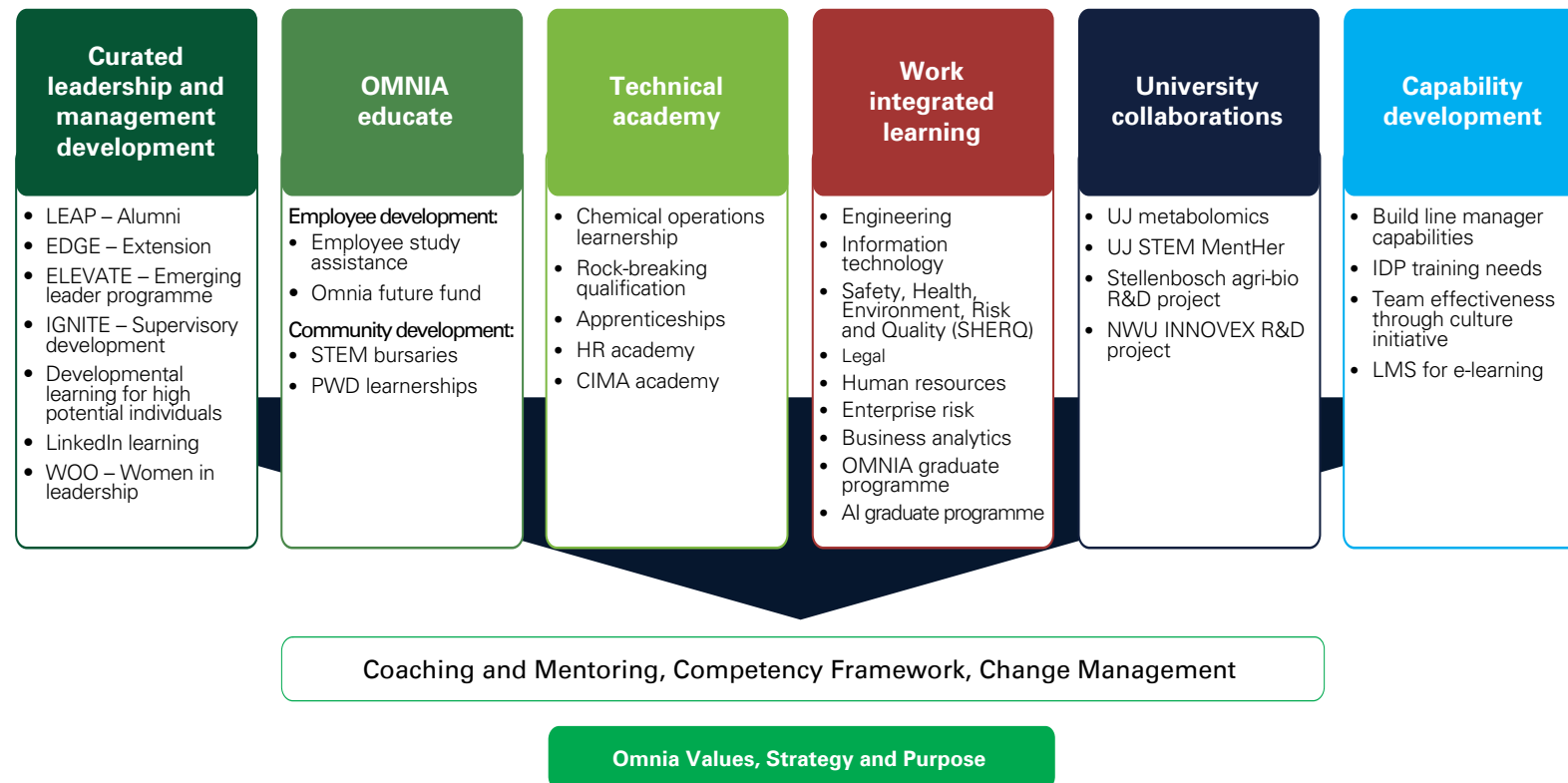
As part of our human resources strategy, we have established five key cross-functional workstreams, namely:

- Culture journey
- Culture embedding
- Leadership development
- Team effectiveness
- Clarity and integration

These five workstreams are aligned with our three main short-to-medium term focus areas of culture, organisational design, and talent management.

People and culture strategic objectives

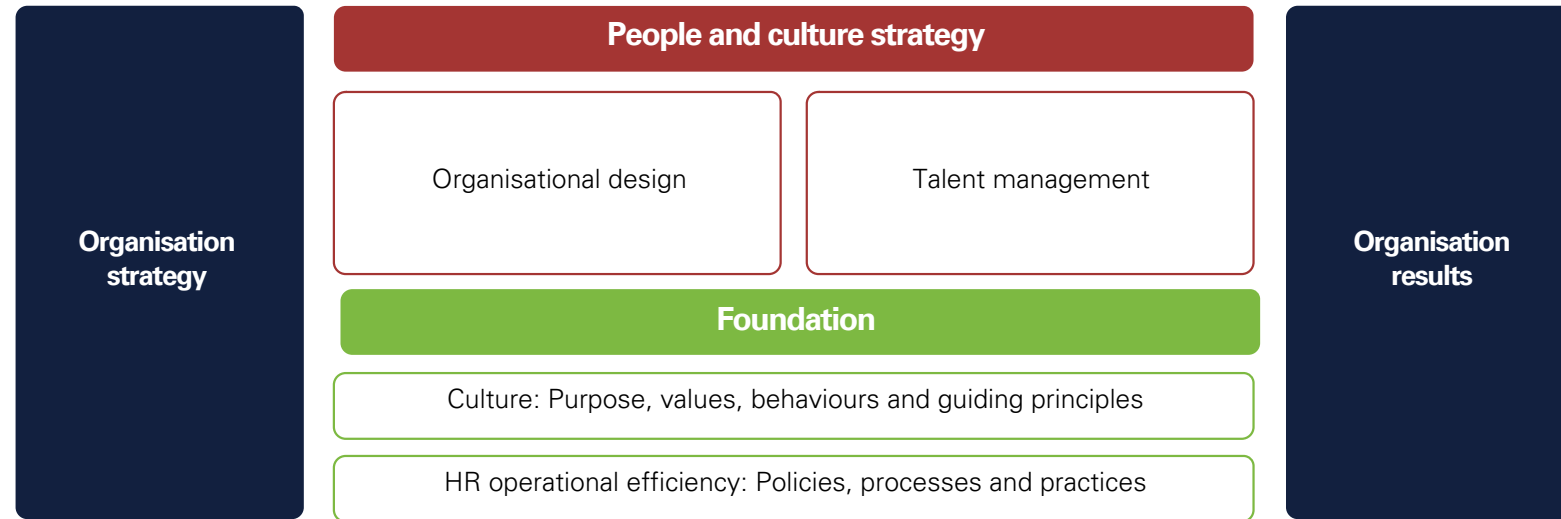
Objectives	Focus areas
Achieve business goals through high-performing and agile workforce	Culture transformation
Create a culture of engagement and wellbeing, making Omnia a great place to work	Organisational design and effectiveness
Attract, reward and retain the best talent	Talent management <ul style="list-style-type: none"> • Attract and retain top talent • Skills development
Develop our people skills, balancing development needs with organisational goals	HR operational efficiency <ul style="list-style-type: none"> • Reward • Policies • Processes • Practices
Build an environment that embraces change to support Omnia’s business transformational journey	



Social responsibility – our people and communities continued

People and culture vision

Enable the organisation to attract, nurture and retain top-tier talent worldwide while creating a workplace that promotes a culture of continuous learning and development underpinned by the Omnia purpose and values



People and culture vision

We aim to enable the organisation to attract, nurture and retain top-tier talent worldwide, while creating a workplace that promotes a culture of continuous learning and development underpinned by our purpose and values.

Over the past year, our culture journey continued with engagements involving leadership teams (exco, Finance, COO, HR, IT, Protea, Sasolburg and BME) to create cohesion. These engagements were underpinned by Omnia values-based behaviours and guided by an enneagram tool. The tool provides personality insights, which we use to enhance the balance and functioning of our teams.

We will continue using this process to cascade the values to the next level of leadership and we have also begun developing an approach to introduce and reinforce values-based behaviours with the employees who belong to bargaining units and Omnia's broader employee base.

As part of our values roll-out, we produced videos of our executive team expanding on what these values mean to them and how they apply them practically. We are sharing these videos to create awareness and entrench these behaviours throughout the Group.

Like we include safety moments at the start of engagements, we have introduced values moments at the start of our internal group sessions. We have also launched a group-wide induction programme for all employees and graduates, during which we discuss our culture and values journey.

Our LEAP and EDGE programmes continue to play a key role in the leadership development workstream aspect of the culture programme.

Looking forward

In FY25, we will continue to focus on:

- Team effectiveness
- Embedding lessons from our leadership development programmes through our LEAP alumni and EDGE extension
- Employee recognition programme
- Evolving organisational model

Labour relations

Our intention

We recognise and uphold our employees' right to freedom of association and to collective bargaining. The Group aims to maintain constructive and cordial relationships with recognised trade unions, while seeking to avoid industrial action. We do this through our human resources professionals under the guidance of our HR executive, with the support of our Head of transformation.

Our approach

Omnia is a party to the National Bargaining Council for the Chemicals Industry (NBCCI) through our membership in the National Speciality Chemicals Employers' Association, the Fertilizer Industry Employers' Association and the Explosives Industry Employers' Association. Trade unions currently represent 34% (FY23: 30%) of Omnia's South African bargaining unit employees.

Industry minimum wages are also determined by the NBCCI, and we abide by the terms and conditions of the national wage agreement. The minimum wage of bargaining unit employees is above the national minimum wage.

All grievances brought to the attention of management are processed in line with Omnia's grievance procedure, which is available to all employees.

Our performance in FY24

There were no instances of industrial action in FY24 and our relationships with trade unions and other employee associations continued to be cordial and cooperative.

We conduct wage negotiations for employees who are members of the bargaining council through their respective councils. We negotiated our last three-year wage agreement in 2022 and the current wage agreement for the NBCCI will end on 30 June 2024. The next negotiations will begin in April 2024. We anticipate that a settlement between the parties will be reached before the current wage agreement comes to an end in June.

Ultimately, the chemicals industry plans to achieve a multi-year wage agreement (minimum two years) to ensure long-term stability.

Looking forward

We will conclude the next round of wage agreements in FY25.

Diversity, equity and inclusion

Our intention

Our priority is to attract and retain the best talent worldwide while ensuring that we continue to enhance our diversity, equity and inclusion.

Our approach

We have set clear targets to help us meet our goal for women in positions of leadership, including the principles of their remuneration. These targets are also reflected in our remuneration approach.

Our performance in FY24

Omnia to include key diversity, equity and inclusion metrics and targets, including progress against these targets.

For a second consecutive year, Omnia commemorated International Women's Day. The event was aimed at inspiring and empowering our staff by exposing them to successful women who are trailblazers in their fields. South African sports legend Caster Semenya shared her remarkable journey during the event, inspiring staff to remain dedicated to achieving their goals, overcoming challenges and celebrating triumphs.

The theme for the day was #InspireInclusion, in line with the UN's International Women's Day theme. Engagement during the event was insightful.

As a business committed to growing the strength and professional impact of our female colleagues, days like International Women's Day serve as a reminder of the importance of inclusivity in business and society. Omnia spends significant time and effort to support women and employs more women now than ever before.

Human rights

Our intention

We respect and endeavour to protect the human rights of employees and community members. Our goal is to ultimately ensure that we avoid any transgressions.

Our approach

We comply with and uphold international best practices in respect of human rights by observing and adhering to human rights and labour standards including:

- The elimination of all forms of forced or compulsory labour
- Prohibition of child labour
- The elimination of discrimination in respect of employment and occupation

This is something we also require from our suppliers and contractors. Suppliers must strive to ensure that fair and equal opportunities are presented to all their staff members, as well as employment candidates regardless of their race, gender, religious affiliation, sexual orientation, age or physical impairments.

Our performance in FY24

There were no instances or allegations of human rights abuse against Omnia in FY24.

Community engagement and support

Our intention

Omnia strives to be a responsible corporate citizen by supporting the growth of healthy, educated and resilient communities in the regions in which we operate. We do this directly and in partnership with our customers, implementation partners and other corporates.

Our approach

Omnia's Agriculture and Mining operations are predominantly located in local host communities, where community members could be exposed to health and safety risks and the business could be affected by social disruption. Furthermore, Mining customers consider community relations, stakeholder engagement and development as their top objectives. Therefore, community relations management is critical for the business.

Stakeholder engagements enable the business to inform, consult, collaborate and empower key stakeholders. In FY24, we put our stakeholder engagement framework to the test at the community and local government levels. Our efforts were focused on sites that have host communities where risks may arise based on unmet community expectations and needs.

Social responsibility – our people and communities continued

In Q3 FY24, three community engagement meetings were hosted in Losberg and Dryden with more planned in Lamontville, New Brighton, Dunoos, Sasolburg and Carolina during Q2 FY24 to FY25. We have initiated formal working and collaboration relations with Victor Khanye Local Municipality (Delmas/Dryden), Emalaheni Local Municipality (Witbank/Klipspruit/Ogies), Merafong Municipality (Losberg/Fochville) and Madibeng Municipality (Brits). Due to the presence of traditional leadership in the Rustenburg Municipality, our engagements with the municipality include the Royal Bafokeng Nation through its economic development unit and the Traditional Council Secretary.

The international expansion of our operations introduces additional community relations and engagement requirements to include recognition and protection of indigenous people, land and resource rights. We have ensured that community relations and engagement plans and processes are in place to support these communities.

We develop and continuously improve community relations through our focus on the following areas of support:

- Creating awareness of Omnia's CSI development initiatives
- Employment of local residents
- Local procurement and enterprise development
- Developing community skills
- Increasing customer goodwill and loyalty
- Establishing and enhancing Omnia's reputation as a responsible and caring corporate citizen

Prioritising the recruitment of local labour and local procurement has also created opportunities for better community outcomes. Communication platforms that are easily accessible and understandable for community members are equally important.

Our approach is guided by our socio-economic development strategy, which directly supports our business strategy. We recognise that stakeholders want to see that companies are actively contributing to the social, environmental and economic development of the communities in which they operate.

We believe that by investing in community development projects, supporting education, promoting environmental sustainability and addressing social challenges, we can build trust and strengthen our relationships with our stakeholders. For Omnia, CSI is not only an ethical responsibility but also a strategic imperative.

In line with our commitments, we aim to:

- Make a positive and sustainable impact on the quality of life of the communities in which we operate
- Develop and empower disadvantaged communities through skills transfer and training
- Build and improve relationships with existing and potential stakeholders through mutually beneficial partnerships
- Attract and retain quality and socially responsible employees
- Enhance the loyalty and pride of employees in the Group

Our performance in FY24

Reaffirming our commitment to improving the lives and livelihoods of communities located near our operations, we implemented social interventions together with credible NGOs and partners. This has ensured continuity, scalability and the ability to measure the impact of our actions.

Our socio-economic development strategy is linked to our purpose and is focused on innovations and investments aligned to our operating segments to create a more sustainable future for the communities we serve. Our aim is to deliver tangible outcomes anchored by the two development focus areas of education and food security.

Our education programmes are focused on the continuous improvement of STEM education outcomes, we encourage the participation of women in the sector and support the building of the critical skills required for stronger, more innovative and inclusive economies in a fast-changing world.

Our social investment spending, which includes CSI and development investments in initiatives for emerging farmers, increased to R50 million in FY24 (FY23:R46.0 million).

Our food security programmes equip families to feed themselves. We support agriculture entrepreneurship initiatives, which train small-scale farmers to participate in the economy through the processing and sale of their produce.

Education and skills development

Omnia invests in programmes which contribute to and improve the outcomes of STEM education. This includes providing funding for mathematics and science revision programmes for Grade 11 and 12 learners and the mentoring of top-performing female STEM learners.

The Primestars EduCate programme aims to create a young population of problem solvers who are equipped with the right skills. We do this by:

- Preparing underserved South African youth for their Grade 12 maths and science examinations, with the aim of increasing the general number of matriculants passing and the number of Bachelor passes in a given year
- Giving participating learners access to some of the best maths and science educators, as well as detailed revision material to deepen their understanding of the subjects, free of charge
- Developing a pipeline of the scarce and critical skills (critical thinking, problem-solving, etc.) required to address skills shortages in key industries. This increases the learner's chances of entering the formal economy in the future
- Motivating South African youth to not only pass maths and science but to excel in these subjects so they have access to tertiary education and economic opportunity

In FY24, 980 teachers and 110 schools participated across all nine provinces in South Africa. This was done in school and through in-cinema screenings and through partnered higher education institutions.

We support skills and training development for vulnerable youth and underserved communities. This includes our emerging farmer project through which Omnia provides production input loans to farmers through the Land Bank and funds a national youth entrepreneurship programme.

The programme encourages young people to participate in social entrepreneurship programmes where they learn about the green economy and stand an opportunity to participate in an international youth competition.

Step Up 2A Green Start Up aims to help South African youth identify opportunities in the green economy by harnessing technology and entrepreneurship. The programme equips the youth with much-needed entrepreneurial skills, changing their mindset from jobseeker to that of job creator, thereby reducing the elevated levels of youth unemployment in the country.

The programme is designed to deliver a practical journey to entrepreneurship by offering a relatable South African narrative and corresponding booklet combined with hands-on elements including a national youth entrepreneurship challenge (competition), business model adjudication, pitching and awards, to provide the beneficiaries with guidance and practical input.

The 2023 roll-out reached a total of 12 802 beneficiaries nationwide (Grade 9 – 12), with 11 411 beneficiaries learning in cinema environments across eight provinces and 1 391 beneficiaries accessing the programme at rural schools in three provinces.

The Bootcamp and National Youth Entrepreneurship Awards ceremony marked the last phase of the programme. This drew 28 learners and nine educators who participated in workshops led by industry professionals who were intent on assisting them strengthen their business ideas. Prizes were collectively valued at over R4 million.

Food security

Financial, skills and technical support to promote food security and alleviate hunger takes place through various implementation methods including household, community and schools-based food garden programmes that enable community members to feed themselves, their communities, and generate income through the sale of their produce.

Our Food Security Programme has grown exponentially since its launch in 2022 when the project's foundational phase focused on household gardens. This phase saw 23 200 beneficiaries, 5 800 people gaining basic agricultural skills and the employment of nine people through the creation of community champions.

The growth phase assisted those with household gardens transition to the establishment of income gardens so they are able to increase their crop yield and sell their produce. This phase benefited 420 beneficiaries and about 2 800 individuals who gained new skills.

Our Agri-Skills programme has yielded significant results. In FY24, the first ever Omnia Agri-Skills Academy was established in partnership with Afrika Tikkun, which is located at our biggest plant in Sasolburg in the Free State province. The first cohort of students have completed their formal training and are being prepared for on-the-job training as they prepare for employment or start their own small farming businesses.

Looking forward

In FY25, we will expand our CSI programmes to match the needs of the communities, specifically those in the Northern Cape. Arid weather conditions in the Northern Cape have meant household and community gardens often do not become income gardens.

To address this, Omnia is partnering with our customers to explore food security programmes that will benefit the broader community.

The Omnia Agri-Skills Hub in Sasolburg will onboard the second cohort of students from the local community. We also plan to pilot skills development projects that upskill community members for employability in other sectors of the economy. To ensure consistent information sharing with our host communities, we are identifying suppliers of an Omnia tailored community engagement platform that will allow us to share useful information with community members.



Food Security Programme beneficiary

Social responsibility – our people and communities continued

Case study

Ramping up of partnership with Reel Life to improve food security

Omnia's Food Security programme, a collaboration across Omnia's Mining and Agriculture segments and Reel Life, will be ramped up in FY25 through additional support to ensure the food gardening remains sustainable by continuing to boost food security and providing income-generating opportunities as well.

The programme has already achieved significant milestones, with household gardens now numbering 21 101 and having grown an estimated 2 000 tonnes of produce on a combined four hectares of land. The aim of the project is to graduate household gardens into income gardens. This has started with 2 210 households who have now started gardening for income with a target produce 645 tonnes of vegetables over 12 months to generate income. In addition, 169 people have graduated into the small-scale farmer programme; the goal of this programme is to support these farmers to grow and sell an estimated 205 tonnes of vegetables and generate income for themselves. The project has been rolled out in Carolina, Losberg, Dryden, Rustenburg, Middelburg, Ogies and Delmas.

Participating households or income growers receive a box of unique seeds in a biodegradable and nutrient-enriched tape for vegetables such as cabbage, spinach, carrot and tomato, along with fertilizer sticks for efficient nutrient use and growing instructions. From the first harvest growers collect seeds from the produce to ensure seeds for the next season.

The project includes on-the-ground training and support from nine community champions, as well as through an app, and a WhatsApp group where participants can share their successes, such as dealing with pests and water issues.

Water supply and extreme weather conditions have presented challenges, but participants have been resourceful in resolving some of these problems, such as in one community securing a water tank and another sourcing sponsorship for shade netting.

As South Africa is a water-scarce country and there are water supply issues in some municipalities, Omnia is considering a partnership with a water tank supplier to provide greater security of supply.

Omnia has also facilitated engagements with municipalities where larger pieces of land have been secured for growing produce.

In FY25, the goal is to collaborate with appropriate partners with the aim of developing access to markets for the small-scale farmers.

Ultimately the aim is for the project to outlive Omnia's involvement, as those who become skilled food producers will in turn pass on their skills, and so entrench food security and income-generating opportunities.

Case study

Enterprise development pays off for Pintoza Used Oil

Pintoza Used Oil is a black-owned enterprise, which will supply used oil to BME following its graduation from BME's enterprise and supplier development (ESD) programme, becoming one of the few community-based suppliers in this sector.

Through BME's ESD programme, Pintoza was upskilled through a robust process to develop its expertise in the waste oil sector and be at the forefront of Omnia's goal to change the waste oil market by developing a pipeline of new black entrants.

Reuben Lebelo, a co-director of Pintoza, says the process was a demanding one that required a lot of research, constant learning and intensive planning.

As part of Pintoza's contractual agreement, once it is operating efficiently, it is required to upskill a black women-owned business, that can, like Pintoza, become waste-oil suppliers. This is to ensure the longevity of the initiative, and the future sustainability and growth of the businesses being developed.

Lebelo says as much as this is an enterprise development project, it is not only a compliance exercise on the part of Omnia, but also an opportunity for Pintoza to leverage this programme for its future growth.

BME facilitated market access for Pintoza, and they have since signed a commercial agreement to buy used oil from a platinum mine in Limpopo to sell to BME.

As part of the supplier development agreement, BME will invest in bulking facilities through an interest-free loan that will be advanced to Pintoza to acquire assets.

This enterprise development and incubation programme ran through FY23 and FY24, and the commercial contract with Pintoza will begin in June 2024.

BME's waste oil programme has served as a blueprint for Omnia to roll out similar initiatives across the Group on its diverse procurement value chains.

See the [case study on BME's use of used oil](#) on  page 34.



Reel life gardening produce



RESPONSIBLE GOVERNANCE

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Rail loading facility, Sasolburg plant

Responsible governance

We act responsibly

We promote ethical, transparent and accountable business practices that build trust and encourage engagement within and outside our organisation. Governance and compliance are non-negotiables that are foundational to the success of our organisation.



Alanzo Barnes

FY24 highlights

Anonymous reporting through a whistleblowing hotline led to **37** tip offs and **37** investigations.

Employees were trained on conflict of interest, fraud and corruption.

There were no reported incidents of human rights violations, child labour or forced labour.

Supply chain disruption is managed through a centralised procurement and supply system, which supports governance and compliance controls around supplier management.

Started conducting due diligence on third parties in countries that pose higher risks to bribery and corruption to mitigate business risk through improved procurement governance.

Progressing the development of sustainable procurement through audits and categorisation of suppliers according to ESG-related performance.

The IT policies and procedures revised and approved in FY23 have been augmented by upgrades to our security and IT infrastructure to improve cyber resilience.

Appointed a Head of cybersecurity to further strengthen cybersecurity while updated cybersecurity awareness was initiated across the Group.

Material matters

- Ensuring the security of our people, assets and product (including cybersecurity)
- Upholding business ethics and integrity and promoting disclosure and transparency
- Promoting sound risk management (including critical incident management) and leading governance practices
- Considering and mitigating geopolitical instability and country risks

SDGs



KPIs

- Number of ethics-related complaints
- Number of industry memberships where Omnia plays a significant role
- Number of initiatives aimed at strengthening value chain and supplier compliance
- Number of suppliers audited

Our impact

Omnia recognises that the world in which we operate is dynamic and complex, exposing our business to risks that can impact our ability to deliver on our strategy and share value with our stakeholders. The volatile macroeconomic environment in which Omnia operates presents by far the most significant risk to the business, and our rigorous and ongoing attention to risk management is an integral part of the sound corporate governance that we practice. Overall business sustainability, governance and compliance remain non-negotiables in the approach to achieving Omnia's sustainability vision.

Our approach

Protecting value creation through good governance lies at the heart of our approach to governance and compliance. Good corporate governance encompasses a set of principles, policies and practices through which the business is directed and managed in a responsible and sustainable manner.

We believe an ethical, transparent and accountable business opens engagement and builds trust with internal and external stakeholders, including investors, employees, customers and the community.

At the same time, we are aware that the achievement of our purpose and business objectives is dependent on collaboration and partnerships with all our stakeholders.

Business ethics

Our intention

Omnia's code of ethics and conduct uncompromisingly states that honesty, integrity and professionalism must underpin each and every relationship Omnia enters into albeit with its employees, management, customers, suppliers or any other stakeholder. We place great emphasis on good governance, embedding the principles of King IV and improving policies and processes to ensure our compliance with legislation in all countries where we operate.

Our approach

Our governance framework is guided by the principles in the United Nations Global Compact and supported by our code of ethics and conduct.

Our code of conduct communicates our organisational values and provides guidelines for employees and contractors to adhere to ethical business practices. It includes topics of anti-corruption and bribery, conflicts of interest, and declarations of interest and gifts.

Ethics risk management is the responsibility of the Board, Board sub-committees including the audit and risk committee, the social and ethics committee, the executive committee and specifically the forensics, legal and compliance department.

Our performance in FY24

Omnia does not tolerate any form of misconduct, including dishonest or criminal behaviour. We have zero tolerance for fraud and corruption and we conduct our business and engagements with a high standard of transparency and integrity.

Our code of conduct sets out our expectations regarding ethical behaviour and encourages employees to report instances of fraud, corruption, nepotism, maladministration and any other act which constitutes an offence, or which is prejudicial to the interests of Omnia.

In addition to internal reporting mechanisms, employees, contractors and service providers can report anonymously through the whistleblowing hotline facilitated by Deloitte, which can initiate independent investigations through forensics and other external parties depending on the matter reported. In FY24, 37 tip offs were made to the hotline and all of these were investigated.

During the year, we further embedded our culture of zero tolerance for fraud and corruption through employee training on conflict of interest, fraud and corruption training.



Responsible governance continued

Supplier due diligence

Our intention

Omnia endeavours to uphold corporate citizenship and the law, reducing infringement on human rights by requiring adherence to policies and processes. Suppliers (including security personnel which is an outsourced function) and business partners are held to the same standards.

Our approach

All suppliers and service providers acting on Omnia's behalf are expected to adopt and follow the Group's standards and policies. Our supplier code of conduct takes into account the principles of the UN Global Compact as it pertains to the protection of human rights and ensuring sustainable business practices. It outlines the minimum standards that suppliers are expected to comply with in the areas of health and safety, human rights, ethics and environmental responsibility. All suppliers are encouraged to promote the requirements of the code within their own supply chains.

Our performance in FY24

Our Supply Chain Legal Risk Management policy has been revised to include the management of third-party risks. Regulating the in-depth due diligence process on third parties, the policy covers screening of sanctions, business ethics, politically exposed persons, know your client, world compliance, and anti-bribery and corruption indicators through selected partners across the world.

Omnia's supplier code of conduct ensures that the Group's values and ethical standards are clearly articulated and supported by its suppliers. These standards include compliance with and upholding international best practices in respect of human rights and labour practices, such as the prohibitions against child labour and the elimination of all forms of forced or compulsory labour. We also require our suppliers to protect the safety and health of their workforce and demonstrate best practice in environmental management by maintaining all required permits and documentation.

Formal mechanisms for reporting human rights grievances and violations are in place at all operations and the corporate office. The Group had no reported incidents of human rights violations, child labour or forced labour in FY24.

Omnia manages supply chain disruption through a centralised procurement and supply system, which supports governance and compliance controls around supplier management.

Governance due diligence on suppliers is performed but we have identified gaps in the process. While most of our larger suppliers report on their ESG risk management, there is currently no way to adequately monitor and manage large unlisted, medium and small suppliers, which expose the business to market and reputational risk.

From a SADC perspective, there are concerns that the centralised procurement strategy could lead to product prices that are not competitive in the local markets. We are currently exploring collaboration and competencies development opportunities to understand the sourcing, pricing and other supply chain drivers.

We believe there is an opportunity for standardised inclusive procurement processes and guidelines to improve management of SMMEs and their participation in the Omnia supply chain.

In FY24, we started conducting due diligence on third parties in countries that pose higher risks to bribery and corruption. We also continue to evaluate ways to mitigate business risk through improved procurement governance. One of the key strategic objectives for Omnia's procurement team is the development and management of sustainable procurement, including the auditing and categorisation of suppliers according to their ESG-related performance.

Political lobbying and donations

Our intention

Considering our business objectives, regulatory environment and ethical considerations, Omnia deem transparency, accountability and adherence to relevant laws and regulations as critical considerations for engaging in any political involvement.

Our approach

Our business units, divisions and employees are encouraged to promote and defend the company's legitimate business interests. We will cooperate with governments and other organisations, both directly and through industry associations, in the development of proposed legislation and other regulations which may affect our business.

Omnia neither supports political parties nor contributes to the funds of groups whose activities are calculated to promote party interests. We expect our partners and employees to take the same approach. As representatives of Omnia, all permanent and non-permanent employees working for the Group are encouraged to adopt the same approach.

This approach focuses on the following activities:

- Influencing policy decisions: By engaging in political lobbying, Omnia seeks to advocate for policies that align with its interests and promote its growth and profitability to influence policy decisions that directly impact the company's business operations, industry regulations, or market environment.
- Shaping legislation: We actively comment and participate in legislation reviews and commentary to shape legislation in a way that is favourable to our industry and specific business interests.

- Access to decision makers: Omnia continues to actively participate in the CAIA and other industry forums so our views, concerns and proposals can be presented directly to policymakers as a means of informing their decision-making processes.
- Industry advocacy: Through the CAIA, we participate in broader industry advocacy efforts. Collaborating with industry associations or coalitions allows the industry to collectively influence policy decisions that affect the entire sector and address common challenges or opportunities.
- Risk management: Our risk management process require active engagement with policymakers to mitigate regulatory risks, particularly in environments where regulatory changes or government actions could pose risks to our business operations or market position.
- Corporate citizenship: Through our socio-economic projects, we promote social justice, environmental sustainability and other social goals aligned with our values.

Our performance FY24

Omnia did not support or contribute to any political parties during the year.

We participated in the following industry forums:

- CAIA and Responsible Care® workshops and committees
- Sasolburg inter-company response meeting
- Institute of Safety Management
- Fertilizer Association of Southern Africa (FERTASA)
- South African Institute of Occupational Safety and Health (SAIOSH)
- National Institute of Explosives Technology (NIXT)
- Expert Work Group (EWG): an initiative between industry and government after the Beirut explosion
- Business Unity South Africa (BUSAs)

Cybersecurity and data privacy

Our intention

The accelerated adoption of new technologies, particularly digital interconnectivity, in the chemicals industry globally has increased the cybersecurity risks facing manufacturers.

Omnia is committed to protecting our business assets, employees and customer's privacy. We employ a risk-based security approach to protecting sites, information and people. The policies and processes we have in place are designed to prevent any unauthorised access, use and disclosure of information and data.

Our approach

A significant cyber-attack could negatively impact Omnia's people, operations and business continuity. We stay abreast of the latest information and cyber risks and continuously look for opportunities to strengthen our cyber defences.

Our Head of cybersecurity, who reports to our Chief information officer, is responsible for our information security and cybersecurity initiatives. The audit and risk committee has oversight of information security. The IT steering committee gives input into the cybersecurity programme and the policy committee signs off the information security policies.

Omnia's cybersecurity teams run a continuous security threat monitoring programme to mitigate the impact of security risks. This programme employs multiple security controls including:

- The use of assessments conducted by external experts
- The use of penetration tests and internal phishing simulations
- Substantial security training for all Omnia digital citizens, with assessments
- Significant improvements in security posture, which have been achieved by deploying enhanced security technology across the network. This includes controls such as endpoint detection and response, multi-factor authentication, back-ups, and other class-leading technologies.

Personal data used by the business in the course of its operations is kept strictly confidential. We ensure that the data collected and used by the Group is lawful, reasonable and relevant to our business activities.

A privacy officer is responsible for the implementation, roll-out and monitoring of data protection laws. Our code of ethics also stipulates that every employee has a duty to ensure that the confidential or proprietary information is protected from theft, unauthorised disclosure or inappropriate use.

Our performance in FY24

Having evaluated the possibility and severity of cyberattacks and data breaches, we have partnered with industry partners, invested in specialist skills and increased the monitoring and review of related threats.

A series of IT policies and procedures were revised and approved by the executive committee in FY23. This has been augmented by upgrades to our security and IT infrastructure as we invest in improving our cyber resilience.

In FY24, a new Head of cybersecurity was appointed to further strengthen the cybersecurity capabilities of the company. An updated cybersecurity awareness was also initiated and is being rolled out across the Group.



APPENDICES

In this section

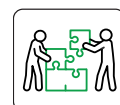
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BME Losberg plant, Fochville.



Five-year sustainability performance

The following five-year information is provided on certain key metrics.



Human capital

Workforce analysis

Employment type	South Africa		Rest of Africa		Other regions			FY24	FY23	FY22	FY21
	Male	Female	Male	Female	Male	Female	Other ²				
Permanent	2 017	645	397	45	100	28	—	3 232	3 160	3 221	3 428
Fixed-term contract	137	123	224	35	4	1	—	524	478	548	478
Other ¹	—	—	—	—	—	—	—	—	231	241	294
Total FY24	2 154	768	621	80	104	29	—	3 756	3 869	4 010	4 200
Total FY23	2 110	703	436	77	106	29	408				

Recruitment – age category	South Africa		Rest of Africa		Other regions			FY24	FY23	FY22	FY21
	Number	%	Number	%	Number	%					
Female											
Under 30	16	6	1	—	3	1	20	36	17	47	
Between 30 and 50	53	19	2	1	4	1	59	88	47	81	
Over 50	3	1	—	—	1	—	4	4	3	9	
Total female	72	16	3	1	8	2	83	128	67	137	
Male											
Under 30	68	24	21	7	9	3	98	81	54	201	
Between 30 and 50	121	42	54	19	5	2	180	175	114	436	
Over 50	5	2	1	—	1	—	7	18	8	89	
Total male	194	68	76	26	15	5	285	274	176	726	
Other ¹	—	—	—	—	—	—	—	23	—	—	
Total FY24	266	72	79	21	23	6	368	425	243	863	
Total FY23	340	80	56	8	29	7					

¹ Employees who did not disclose their gender due to country-specific legislation.

² Every effort has been taken to ensure the accuracy of the reported data. Omnia recognises that some data may be subject to uncertainty relating to, for example, different interpretations of the internal reporting guidelines and possible human error in recording and submitting data. The continuous improvement of data quality and accuracy is receiving ongoing attention.

Employee turnover	South Africa		Rest of Africa		Other regions			FY24	FY23	FY22	FY21
	Number	%	Number	%	Number	%					
Female											
Under 30	4	1	—	—	2	1	6	9	11	27	
Between 30 and 50	41	13	7	2	3	1	51	68	76	79	
Over 50	13	4	1	—	—	—	14	15	10	10	
Total female	58	18	8	2	5	2	71	92	97	116	
Male											
Under 30	21	6	8	2	3	1	32	43	46	122	
Between 30 and 50	126	39	41	13	10	3	177	186	247	523	
Over 50	31	10	11	3	3	1	45	32	67	130	
Total male	178	55	60	18	16	5	254	261	360	775	
Other (age not disclosed)	—	—	—	—	—	—	—	—	—	198	
Total FY24	236	73	68	21	21	6	325	353	457	1 089	
Total FY23	328	93	15	4	10	3					






Five-year sustainability performance continued

Turnover by type	South Africa		Rest of Africa		Other regions		FY23	FY23	FY22	FY21
	Number	%	Number	%	Number	%				
Resignations	166	51	40	12	12	4	218	233	306	155
Retrenchments	3	1	19	6	4	1	26	—	10	160
Voluntary retrenchments	—	—	—	—	—	—	—	—	—	28
Retirements	11	3	2	1	—	—	13	13	6	18
Dismissals	40	12	4	1	5	2	49	76	72	40
Death	3	1	—	—	—	—	3	17	18	13
Disability	9	3	2	1	—	—	11	4	—	—
Early retirement	3	1	—	—	—	—	3	3	8	21
Incapacity due to ill health	1	—	—	—	—	—	1	—	3	2
Other	—	—	1	—	—	—	1	7	34	652
Total FY24	236	73	68	21	21	6	325	353	457	1 089
Total FY23	328	93	15	4	10	3				

BME Zambia converted 77% of our fixed-term contracts to permanent contracts. During the year, some of the fixed-term contracts also expired and new fixed-term contracts were entered into.

Work-integrated learning

Number of employees	Qualification	  			Group	FY24	FY23	FY22	FY21
		Agriculture	Mining	Chemicals					
Adult education and training (AET)	AET certificate	9	—	—	—	9	15	20	16
Apprenticeships and recognition of prior learning (RPL)	Boilermakers; electricians; fitters; instrumentation; welders and diesel mechanics	32	—	—	—	32	60	58	49
Learnerships	Chemical operations level 2, 3, 4 administrators; analytical chemistry; chemical; mechanical and industrial engineering; supply chain; business administration and business practice	50	37	—	120	207	288	236	101
Work integrated learning	Chemical, electrical and mechanical engineering; human resources; sales; procurement and SHERQ	8	29	16	7	60	41	43	42
Internship	Diesel mechanics; boilermakers; human resources ¹	—	—	—	—	—	13	22	9
Supervisory course	Supervisory skills ²	—	—	—	—	—	150	42	25
Total FY24		99	66	16	127	308	567	421	242
Total FY23		191	61	44	271				

¹ Please refer to work integrated as these are the graduates.

² Focused programme for FY25.

Parental leave

Number of employees	FY24			FY23			FY22			FY21 ¹		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Entitled to parental leave	2 154	768	2 922	2 110	703	2 813	2 187	706	2 893	2 300	737	3 037
Took parental leave	73	27	100	85	45	130	113	32	145	67	41	1 081
Returned to work after parental leave	73	27	100	85	44	129	113	30	143	67	41	108
Retention (%)	100	100	100	100	98	99	100	94	99	100	100	100

¹ Due to COVID-19, some employees were working remotely from home, especially with the hard lockdown in South Africa. Some children were also home-schooled, which meant that children were at home more and exposed to less illness, and consequently decreased the requirement to take childcare leave.



Five-year sustainability performance continued

Training spend

R'000	FY24	FY23	FY22	FY21	FY20
Agriculture	14 124	10 201	7 639	4 168	7 418
Mining	15 203	10 033	4 860	3 829	4 067
Chemicals	2 793	2 695	1 410	1 405	1 686
Head office	9 991	19 197	15 592	3 484	2 949
Total South Africa	42 111	42 126	29 501	12 886	16 120
Agriculture International	366	656	495	1 342	2 478
Mining International	375	857	412	391	575
Chemicals International	—	126	53	127	27
Total training spend	42 852	43 765	30 462	14 746	19 200
Training spend in South Africa (%)	98	96	97	87	84
Focus areas (%)					
Safety	12	28	74	35	25
Technical training	10	57	18	30	21
On-boarding and general	1	6	3	7	—
Awareness	2	4	—	—	14
Legal framework	—	2	3	9	2
Life skills	—	—	—	7	8
Personal development	12	1	—	1	5
Business	25	—	—	—	6
Other	18	—	—	5	5
Management and leadership development	19	1	1	1	4
Finance and administration	—	—	—	—	1
Product service management	—	—	—	—	—
IT	—	—	—	2	3
Equity	—	—	1	2	6
Marketing sales	—	—	—	1	—
Total	100	100	100	100	100

Training days and participation

Occupational level	Total number of employees	Hours	Average hours per employee ¹	Average days per employee FY24	Average days per employee FY23	Average days per employee FY22	Average days per employee FY21 ²
Total							
Top management	6	422	70	8.8	0.5	0.8	0.5
Senior management	38	1 629	43	5.4	6.3	0.6	1.4
Professional	209	7 703	37	4.6	5.2	0.3	1.6
Skilled	872	25 428	29	3.6	4.3	0.2	3.3
Semi-skilled	623	19 577	31	3.9	5.1	6.8	3.6
Unskilled	540	13 891	26	3.0	2.5	0.1	5.2
Total FY24	2 288	68 650	30	3.8	4.1	2.8	3.6
Total FY23	2 450	80 321	33				
Female							
Top management	3	265	88	11.0	0.5	0.3	0.7
Senior management	14	677	48	6.0	5.3	0.5	2.1
Professional	85	2 700	32	4.0	4.8	0.3	0.8
Skilled	197	3 806	19	2.4	2.7	0.6	3.4
Semi-skilled	184	5 504	30	3.7	4.8	0.9	2.5
Unskilled	143	2 097	15	1.8	1.1	0.1	18.3
Total FY24	626	15 049	24	3.0	3.1	0.7	3.7
Total FY23	667	16 357	25				
Male							
Top management	3	156	52	0.7	0.5	0.9	0.4
Senior management	24	952	40	3.0	6.9	0.6	0.9
Professional	124	5 002	40	3.7	5.5	0.3	2
Skilled	675	21 622	32	2.7	4.6	0.1	3.2
Semi-skilled	439	14 073	32	2.7	5.2	9.9	4.1
Unskilled	397	11 794	30	2.5	3.2	0.1	3.7
Total FY24	1 662	53 599	32	4.0	4.5	3.8	3.5
Total FY23	1 783	63 964	36				

¹ Hours divided by number of employees.

² Average hours per employee divided by eight working hours.

Five-year sustainability performance continued




Artisans, learnerships and pivotal programmes

Number of learners	FY24	FY23	FY22	FY21	FY20
Group					
NQF 1 National Certificate Animal Production	—	57	57	20	—
NQF 1 National Certificate Plant Production	40	72	58	—	—
NQF 2 National Certificate Plant Production	—	20	14	—	—
Services	—	15	—	10	40
Services	15	13	13	—	10
NQF 4 National Certificate Business Administration Services	15	—	—	—	—
NQF 1 National Certificate Business Practices	25	—	—	—	—
NQF 1 National Certificate Domestic Service	10	36	46	20	—
NQF 1 National Certificate Hygiene and Cleaning	15	—	—	—	—
Generic Management	1	35	—	3	—
Total	122	248	188	53	50
Agriculture					
Apprenticeships and RPL					
Fitters	16	18	23	17	12
Electricians	1	6	11	10	9
Boilermakers	2	5	9	7	9
Welders	2	5	8	7	7
Instrumentation operations	3	7	7	8	8
Total	24	41	58	49	45
Learnerships					
Chemical Operations Level 2	19	—	28	11	42
Chemical Operations Level 3	11	11	20	28	26
Chemical Operations Level 4	20	29	20	23	18
AET	9	15	68	10	49
Total	59	55	28	72	135

Number of learners	FY24	FY23	FY22	FY21	FY20
Mining					
Mining learnership programmes					
Rock breaking	17	—	—	—	4
Occupational health	17	—	1	—	—
Other	—	—	4	6	—
Total	34	—	5	6	4
Mining graduate programmes					
Mining engineering	10	9	10	—	2
Mechanical engineering	3	5	5	—	—
Chemical engineering	1	1	1	9	2
Industrial engineering	1	1	—	—	—
Electrical engineering	2	1	—	—	—
Occupational health	1	1	—	—	—
Other	8	3	—	—	—
Total	26	21	16	9	4
Chemicals					
Work or workplace integrated learning programme					
Procurement	1	1	—	4	1
Electrical engineering	—	—	—	—	2
Sales	3	1	—	8	—
Industrial engineering	—	—	—	1	1
Mechanical engineering	1	1	2	—	2
Human resources	—	—	—	1	4
SHERQ	2	4	—	5	—
Chemical engineering	4	7	3	10	10
Other	5	3	3	9	5
Total	16	17	8	38	25

Five-year sustainability performance continued

Developing talent – part-time studies

Level of accreditation (number of employees)				Group	FY24	FY23	FY22	FY21
	Agriculture	Mining	Chemicals					
Certificate	7	2	—	3	12	2	6	25
Degree	22	6	7	6	41	24	—	34
Diploma	—	—	—	—	—	6	—	2
Advanced diploma	3	6	2	1	12	11	1	6
Master's	3	1	—	1	5	6	—	6
Higher certificate	2	1	—	3	6	4	46	3
Honours	2	2	—	1	5	2	—	—
Postgraduate diploma	2	3	3	2	10	6	—	1
Higher diploma	—	—	—	—	—	—	—	1
Total FY24	41	21	12	17	91	61	53	78
Total FY23	29	17	6	9				

Trade union representation

Trade union (%)	FY24	FY23	FY22	FY21	FY20
CEPPWAWU	10	11	11	12	13
SACWU	4	5	6	6	8
GIWUSA	5	8	10	10	4
AMCU	10	7	5	4	3
NUMSA	1	1	3	3	3
MUN	—	—	—	—	—
Solidarity	1	1	<1	1	1
NUM	3	1	<1	<1	<1
Total	34	34	35	36	29

Safety	Measurement	FY24	FY23	FY22	FY21 ^{1,2}	FY20	FY24 Level of external assurance
Health and safety							
Lost-time injury frequency rate (LTIFR)	Rate	0.03	0.10	0.17	0.32	0.30	Moderate
Fatalities	Number	—	—	2	—	—	Moderate
RCR	Rate	0.05	0.16	0.21	0.35	0.49	Moderate
Total number of occupational diseases	Number	—	—	—	—	1	Moderate
Safety							
Near misses	Number	1 477	1 560	1 655	15 502	1 214	
First aid	Number	48	74	66	85	91	
Process safety							
FER rate	Rate	0.38	0.74	0.75	1.65	1.11	Moderate
Near misses	Number	79	105	170	1 542	117	
Minor	Number	24	40	41	71	53	

¹ The FER rate has increased due to improved incident reporting.

² Increased near-miss numbers indicate significant improvement in a leading indicator.

Five-year sustainability performance continued



Natural capital

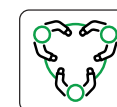
	Measurement	FY24	FY23	FY22	FY21	FY20	FY24 Level of external assurance
Direct carbon dioxide (CO ₂) scope 1	Tonnes	81 716	110 774	252 803	178 139	481 331	Moderate
Indirect CO ₂ scope 2	Tonnes	75 043	76 828	84 105	83 361	143 260	Moderate
Indirect CO ₂ scope 3 ¹	Tonnes	4 000 000	3 994 548	737 443	1 223 076	770 803	Not Assured
Total GHG (CO ₂ equivalent)	Tonnes	4 156 759	4 180 150	1 074 351	1 484 576	1 394 684	Not Assured (Scope 1 and 2 Assured)
Atmospheric emissions							
N ₂ O	Kg	96 469	172 950	460 971	501 690	1 447 838	
NO _x	Kg	61 033	20 154	59 644	166 079	271 030	
Ammonia	Kg	110 187	21 305	3 256	4 237	10 684	
Hydrogen fluoride	Kg	—	0.55	2.31	0.34	2 913	
Air emissions particular matter	Kg	136 021	117 041	84 551	205 615	326 320	
Waste							
Total waste generated	Tonnes	6 974	6 389	5 873	5 781	3 797	Moderate
Hazardous waste disposed of	Tonnes	1 146	2 043	2 329	2 012	1 873	Moderate
Non-hazardous waste disposed of	Tonnes	4 047	2 467	1 584	1 046	659	Moderate
Recycled or reused waste	Tonnes	1 257	1 879	1 959	2 723	1 266	Moderate
Energy							
Energy used	TJ	1 145	1 152	1 148	1 156	1 253	Moderate
Electricity used	MWh	74 954	78 634	85 993	85 329	97 926	Moderate
Water							
Total water use	litres	1 588	1 678	1 861	1 978	1 857	Moderate
<i>Sources of water</i>							
Municipal							
	Millions of litres	1 503	1 608	1 779	1 895	1 765	
Agriculture	litres	1 401	1 541	1 678	1 802	1 659	Moderate
Mining	litres	42	13	32	23	32	Moderate
Chemicals	litres	60	54	69	70	74	Moderate
Groundwater							
	Millions of litres	88	66	69	67	74	
Agriculture	litres	55	48	47	44	65	Moderate
Mining	litres	33	18	23	23	9	Moderate
Rivers or streams	litres	3	3	4	3	3	Moderate

¹ Scope 3 is estimated



Natural capital

	Measurement	FY24	FY23	FY22	FY21	FY20	FY24 Level of external assurance
Total recycled	Millions of litres	174	140	66	51	15	Moderate
Effluent transferred to a third party for disposal	Millions of litres	3	3	2	2	5	Moderate
Authorised effluent disposal	litres	134	175	175	311	553	Moderate
Legal compliance							
<i>Environmental incidents</i>							
Transport	Number	—	—	—	—	—	
Spills and leaks	Number	—	—	—	—	1	
Fines, penalties and settlements	Notices	—	—	—	—	1	



Social capital

	Measurement	FY24	FY23	FY22	FY21	FY20
CSI						
Geographical						
South Africa	R million	49.7	46.0	28.5	24.0	19.5
International	R million	0.1	—	0.2	0.3	0.9
Total	R million	49.8	46.0	28.7	24.3	20.4
Per category						
Education and skills development¹						
Community	R million	39.0	41.4	23.6	21.8	19.0
Sport	R million	—	<1	5.1	1.6	1.2
Food security	R million	—	—	—	0.8	0.2
Total	R million	49.8	46.0	28.7	24.3	20.4

¹ Includes loan funding to the emerging farmer project whereby Omnia provides production input loans to farmers via the Land Bank and Omnia takes the risk on these loan facilities.



GRI content index

Omnia Holdings Limited has reported with reference to the GRI Standards 2021 in this ESG Report 2024 and the IAR 2024 (IAR). GRI 1: Foundation 2021 has been used to compile this index.

IBIS ESG Consulting Africa (Pty) has provided assurance on selected sustainability information as per the Independent assurance report on pages 60 and 61.

GRI standard	Disclosure number	Disclosure title	Section	Report and page
GRI universal standards 2021				
GRI 1: Foundation 2021				
GRI 2: General Disclosures 2021				
	2-1	Organisational details	Corporate profile and footprint Corporate information	ESG: 4-5 ESG: IBC
	2-2	Entities included in the organisation’s sustainability reporting	About this report	ESG: 1
	2-3	Reporting period, frequency and contact point	About this report	ESG: 1
	2-4	Restatements of information	None	
	2-5	External assurance	About this report	ESG: 1
	2-6	Activities, value chain and other business relationships	Corporate profile and footprint	ESG: 4-5
	2-7	Employees	Five-year sustainability performance: Human capital	ESG: 47
	2-8	Workers who are not employees	Five-year sustainability performance: Human capital	ESG: 47
	2-9	Governance structure and composition	Board summary and profiles Governance report	IAR: 11 IAR: 71-79
	2-10	Nomination and selection of the highest governance body	Remuneration report: Remuneration policy	IAR: 78 - 80
	2-11	Chair of the highest governance body	Board and summary profiles	IAR: 11
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance of ESG	ESG: 11
	2-13	Delegation of responsibility for managing impacts	Governance of ESG	ESG: 11
	2-14	Role of the highest governance body in sustainability reporting	Governance of ESG	ESG: 11
	2-15	Conflicts of interest	Governance report: Ethical leadership	IAR: 73
	2-16	Communication of critical concerns	Engaging with stakeholders Integrated stakeholder engagement and value creation	ESG: 14-15 IAR: 32-34
	2-17	Collective knowledge of the highest governance body	Governance report: Expertise	IAR: 78
	2-18	Evaluation of the performance of the highest governance body	Governance report: Board and committee evaluation	IAR: 77
	2-19	Remuneration policies	Remuneration report: Remuneration policy	IAR: 78 - 80
	2-20	Process to determine remuneration	Remuneration report: Remuneration policy	IAR: 78 - 80
	2-21	Annual total compensation ratio	This information is not publicly disclosed and is therefore unavailable	
	2-22	Statement on sustainable development strategy	Our sustainability strategy	ESG: 12-13
	2-23	Policy commitments	Throughout this report	
	2-24	Embedding policy commitments	Throughout this report	
	2-25	Processes to remediate negative impacts	Throughout this report	
	2-26	Mechanisms for seeking advice and raising concerns	Engaging with stakeholders Integrated stakeholder engagement and value creation	ESG: 14-15 IAR: 32-34
	2-27	Compliance with laws and regulations	Throughout this report	
	2-28	Membership associations	About this report	ESG: 1
	2-29	Approach to stakeholder engagement	Engaging with our stakeholders	ESG: 14-15
	2-30	Collective bargaining agreements	Human capital report: Constructive labour relations	IAR: 49
GRI 3: Material Topics 2021				
	3-1	Process to determine material topics	Our material matters	ESG: 16-20
	3-2	List of material topics	Our material matters	ESG: 16-20
	3-3	Management of material topics	Our material matters	ESG: 16-20



GRI content index continued

GRI standard	Disclosure number	Disclosure title	Section	Report and page
GRI universal standards 2021				
GRI 1: Foundation 2021				
Economic performance				
Economic performance	201-1	Direct economic value generated and distributed	Value added statement for the year ended 31 March 2023	IAR: 44
	201-2	Financial implications and other risks and opportunities due to climate change	Environmental stewardship	ESG: 29-34
	201-4	Financial assistance received from government	None	
Market presence	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Omnia abides by the terms and conditions of the national wage agreement. To this end, no employee within the Group is paid below the national minimum wage of the industry.	
	202-2	Proportion of senior management hired from the local community	None	
Indirect economic impacts	203-1	Infrastructure investments and services supported	Social responsibility - our people and communities: Community engagement and support	ESG: 40-41
			Five-year sustainability performance: Social capital	ESG: 52
	203-2	Significant indirect economic impacts	Social responsibility - our people and communities: Community engagement and support	ESG: 41-42
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Responsible governance: Business ethics	ESG: 44
Tax 2019	207-1	Approach to tax	Responsible governance: Our approach	ESG: 44
Environmental performance				
Energy	302-1	Energy consumption within the organisation	Environmental stewardship: Energy efficiency and transition to renewables	ESG: 30
			Five-year sustainability performance: Natural capital	ESG: 52
	302-3	Energy intensity	Environmental stewardship: Energy efficiency and transition to renewables	ESG: 30
	302-4	Reduction of energy consumption	Environmental stewardship: Energy efficiency and transition to renewables	ESG: 30
Water and Effluents 2018	303-1	Interactions with water as a shared resource	Environmental stewardship: Water stewardship	ESG: 31-32
	303-2	Management of water discharge-related impacts	Environmental stewardship: Water stewardship	ESG: 31-32
	303-3	Water withdrawal	Environmental stewardship: Water stewardship	ESG: 31-32
	303-4	Water discharge	Environmental stewardship: Water stewardship	ESG: 31-32
	303-5	Water consumption	Environmental stewardship: Water stewardship	ESG: 31-32
Emissions	305-1	Direct (scope 1) GHG emissions	Environmental stewardship: Reducing emissions	ESG: 31
			Five-year sustainability performance: Natural capital	ESG: 52
	305-2	Energy indirect (scope 2) GHG emissions	Environmental stewardship: Reducing emissions	ESG: 31
			Five-year sustainability performance: Natural capital	ESG: 52
	305-3	Other indirect (scope 3) GHG emissions	Environmental stewardship: Reducing emissions	ESG: 31
		Five-year sustainability performance: Natural capital	ESG: 52	
	305-5	Reduction of GHG emissions	Environmental stewardship: Reducing emissions	ESG: 31
			Five-year sustainability performance: Natural capital	ESG: 52
Waste 2020	306-1	Waste generation and significant waste-related impacts	Environmental stewardship: Waste management	ESG: 32
	306-2	Management of significant waste-related impacts	Environmental stewardship: Waste management	ESG: 32
	306-3	Waste generated	Environmental stewardship: Waste management	ESG: 32
			Five-year sustainability performance: Natural capital	ESG: 52
	306-4	Waste diverted from disposal	Environmental stewardship: Waste management	ESG: 32
	306-5	Waste directed to disposal	Environmental stewardship: Waste management	ESG: 32
Environmental compliance	307-1	Non-compliance with environmental laws and regulations	Environmental stewardship: Environmental compliance	ESG: 30
			Five-year sustainability performance: Natural capital	ESG: 52

GRI content index continued

GRI standard	Disclosure number	Disclosure title	Section	Report and page
GRI universal standards 2021				
GRI 1: Foundation 2021				
Social performance				
Employment	401-1	New employee hires and employee turnover	Five-year sustainability performance: Human capital	ESG: 47
Occupational health and safety 2018	403-1	Occupational health and safety management system	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability performance: Social responsibility	ESG: 37-38
	403-3	Occupational health services	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
	403-4	Worker participation, consultation, and communication on occupational health and safety	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
	403-5	Worker training on occupational health and safety	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
	403-6	Promotion of worker health	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
	403-8	Workers covered by an occupational health and safety management system	All	
	403-9	Work-related injuries	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37
	403-10	Work-related ill health	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37
	Training and education	404-1	Average hours of training per year per employee	Five-year sustainability performance: Training days and participation
404-2		Programmes for upgrading employee skills and transition assistance programmes	Five-year sustainability performance: Human capital	ESG: 49-51
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	Governance report Five-year sustainability performance: Human capital	IAR: 76 ESG: 47
	405-2	Ratio of basic salary and remuneration of women to men	In South Africa, employment equity reporting requirements ensure that an analysis is done on gender and race remuneration outcomes in the context of equal pay for work of equal value.	
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	None	
Freedom of association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None	
Child labour	408-1	Operations and suppliers at significant risk for incidents of child labour	None	
Forced or compulsory labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	None	
Local communities	413-1	Operations with local community engagement, impact assessments, and development programmes	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 40-42
	413-2	Operations with significant actual and potential negative impacts on local communities	Throughout this report	
Public policy	415-1	Political contributions	None	
Socio-economic compliance	419-1	Non-compliance with laws and regulations in the social and economic area	None	



SASB content index

Omnia Holdings Limited has considered two SASB standards: the Metals and Mining Industry Standard, and the Chemicals Industry Standard.

Omnia Holdings is not a mining company. Its Mining segment (represented by BME) provides advisory, technical and operating services in the mining sector. Information is provided below where these metrics are relevant.

Metals and Mining: Sustainability Accounting Standard

Version 2021 – 12

Topic	Accounting metric	Code	Section	Page	
Greenhouse Gas Emissions	Gross global scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	Five-year sustainability performance: Natural capital	ESG: 52	
	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110a.2	Environmental stewardship: Reducing emissions	ESG: 31	
Air Quality	Air emissions of pollutants:	EM-MM-120a.1	Five-year sustainability performance: Natural capital	ESG: 52	
Energy Management	(1) Total energy consumed	EM-MM-130a.1	Environmental stewardship: Energy efficiency and transition to renewables + Reducing emissions + Products for a lower carbon economy	ESG: 30	
	(2) Percentage grid electricity			ESG: 31	
	(3) Percentage renewable				
Water Management	(1) Total fresh water withdraw	EM-MM-140a.1	Five-year sustainability performance: Natural capital	ESG: 52	
	(2) Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress				
			Five-year sustainability performance: Natural capital	ESG: 52	
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Five-year sustainability performance: Natural capital	ESG: 52	
Waste and Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	Five-year sustainability performance: Natural capital	ESG: 52	
	Total weight of tailings produced	EM-MM-150a.5	Not applicable		
	Total weight of waste rock generated	EM-MM-150a.6	Not applicable		
	Total weight of hazardous waste generated		EM-MM-150a.7	Environmental stewardship: Waste management	ESG: 32
				Five-year sustainability performance: Natural capital	ESG: 52
	Total weight of hazardous waste recycled		EM-MM-150a.8	Environmental stewardship: Waste management	ESG: 32
				Five-year sustainability performance: Natural capital	ESG: 52
	Number of significant incidents associated with hazardous materials and waste management		EM-MM-150a.9	Environmental stewardship: Waste management	ESG: 32
				Five-year sustainability performance: Natural capital	ESG: 52
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	Environmental stewardship: Waste management	ESG: 32	
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM-160a.1	Not applicable		
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur; (2) actively mitigated; and (3) under treatment or remediation.	EM-MM-160a.2	Not applicable		
Percentage of (1) proved; and (2) probable reserves in or near sites with protected conservation status or endangered species habitat.	EM-MM-160a.3	Not applicable			



SASB content index continued

Topic	Accounting metric	Code	Section	Page
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proved; and (2) probable reserves in or near areas of conflict	EM-MM-210a.2	Not applicable	
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	Not applicable	
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	Social responsibility – our people and communities: Community engagement and support	ESG: 40-41
	Number and duration of non-technical delays	EM-MM-210b.2	Zero	
Labour Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by region	EM-MM-310a.1	Human capital report: Constructive labour relations	IAR: 49
	Number and duration of strikes and lockouts	EM-MM-310a.2	Zero	
Workforce Health and Safety	(1) MSHA all-incidence rate; (2) fatality rate; (3) near miss frequency rate (NMFR); and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees.	EM-MM-320a.1	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
			Five-year sustainability performance: Human capital	ESG: 47-51
Business Ethics and Transparency	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	Zero	
Tailings Storage Facilities Management	Tailings storage facility inventory table	EM-MM-540a.1	Not applicable	
	Summary of tailings management systems and governance structure	EM-MM-540a.2		
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3		
Activity metric		Code	Section	Page
Production of (1) metal ores; and (2) finished metal products		EM-MM-000.A	Not applicable	
	Total number of employees, percentage contractors	EM-MM-000.B	Five-year sustainability performance	ESG: 47
			Five-year sustainability performance	ESG: 47



SASB content index continued

Chemicals: Sustainability Accounting Standard

Version 2018-10

Topic	Activity metric	Code	Section	Page
Greenhouse Gas Emissions	Gross global scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Five-year sustainability performance: Natural capital	ESG: 53
	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	Environmental stewardship: Reducing emissions	ESG: 31
Air Quality	Air emissions of pollutants	RT-CH-120a.1	Five-year sustainability performance: Natural capital	ESG: 53
Energy Management	(1) Total energy consumed	RT-CH-130a.1	Environmental stewardship: Energy efficiency and transition to renewables +	ESG: 30
	(2) Percentage grid electricity			
	(3) Percentage renewable			
	(4) Total self-generated energy			
Water Management	(1) Total water withdrawn	RT-CH-140a.1	Reducing emissions + Products for a lower carbon economy	ESG: 31
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		Environmental stewardship: Water stewardship	ESG: 31-32
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations		Five-year sustainability performance: Natural capital	ESG: 53
			Five-year sustainability performance: Natural capital	ESG: 53
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Environmental stewardship: Water stewardship	ESG: 31-32	
Hazardous waste management	Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Five-year sustainability performance: Natural capital	ESG: 53
Community Relations	Discussion of process to manage risks and opportunities associated with community and interests	RT-CH-210a.1	Social responsibility – our people and communities: Community engagement and support	ESG: 41-42
Workforce Health and Safety	(1) total recordable incident rate (TRIR); and (2) fatality rate for (a) direct employees and (b) contract employees.	RT-CH-320a.1	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Social responsibility – our people and communities: Safety, health and wellbeing	ESG: 37-38
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	Not disclosed as this information is not currently quantified.	
Safety and Environmental Stewardship of Chemicals	(1) percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances; and (2) percentage of such products that have undergone a hazard assessment.	RT-CH-410b.1	Not disclosed as this information is not currently quantified.	
	Discussion of strategy to (1) manage chemicals of concern; and (2) develop alternatives with reduced human and/or environmental impact.	RT-CH-410b.2	Sustainable economic growth: Improving economic, social and environmental outcomes	ESG: 26
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Zero	
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Governance report: Regulatory compliance	IAR: 79
			Governance of ESG	ESG: 11
Operational Safety, Emergency Preparedness and Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Five-year sustainability performance: Human capital	ESG: 47-51
	Number of transport incidents	RT-CH-540a.2	Zero	

Activity metric	Code	Section	Page
Production by reportable segment	RT-CH-000.A	Agriculture segment	IAR: 58
		Mining segment	IAR: 61
		Chemicals segment	IAR: 63

Independent assurance report to the directors of Omnia Holdings Limited

Introduction

IBIS Environmental Social Governance Consulting Africa Pty Ltd (IBIS) was appointed by Omnia Holdings Limited (Omnia) to conduct an independent third-party assurance over selected sustainability subject matter for disclosure in Omnia’s FY2024 Environmental, Social and Governance Report (the Report).

Assurance standard applied

The independent third-party assurance was conducted using the AccountAbility AA1000 Assurance Standards v3 (2020) (AA1000AS) for a Moderate assurance level. IBIS conducted a Type II assurance engagement in accordance with AA1000AS for selected disclosures.

IBIS independence and competence

IBIS is an independent licensed provider of sustainability assurance services. The assurance team was led by Petrus Gildenhuys with support from Johan Oosthuizen, Denite Swanepoel, Meriska Singh and Sanuri Moodley from IBIS. Petrus is a Lead Certified Sustainability Assurance Practitioner (LCSAP) with more than 25 years’ experience in sustainability performance measurement involving both advisory and assurance work.

IBIS applies a strict independence policy and confirms its impartiality to Omnia in delivering the assurance engagement. This assurance engagement is the seventh consecutive assurance engagement conducted for Omnia by IBIS.

Respective responsibility of IBIS and the directors of Omnia

IBIS’ responsibility is to the Directors of Omnia alone and in accordance with the terms of reference agreed with Omnia.

The Directors of Omnia are responsible for the collection, within the report and ultimately, the integrity of Omnia’s Reports.

Omnia satisfy themselves that there is an adequate and effective control environment, which supports the integrity of information used in the Reports and the preparation and presentation of sustainability information within the Reports.

This responsibility includes the identification of stakeholders and stakeholder requirements, material issues and commitments with respect to sustainability performance, as well as for the design, implementation, and maintenance of internal controls relevant to the preparation of the report that is free from material misstatement.

Assurance objectives

The objective of the assurance engagement is to provide the Directors of Omnia with an independent Moderate level assurance opinion on whether the report meets the following objectives:

- Adherence to the AA1000AP (2018) AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact
- Fair reporting on a selection of disclosures defined as operational Key Performance Indicators (KPIs) related to the identified material issues disclosed in the report.

Subject matter in scope

The following KPIs are in the assurance scope as agreed with Omnia:

Environmental

KPI

Total energy used (material fuels consumed)
Scope 1 and 2 (location-based) greenhouse gas emissions
Total volume of water consumed from all sources
Total volume of authorised effluent discharged
Total volume of water recycled
Tonnes of hazardous/non-hazardous waste generated
Tonnes of hazardous/non-hazardous waste disposed
Tonnes of hazardous/non-hazardous waste recycled
Energy and Water Efficiency (per ton of product produced)

Production

KPI

Production volumes

Health and safety

KPI

Lost Time Injury Frequency Rate (LTIFR)
Fatal Injury Frequency Rate (FIFR)
Recordable Case Rate (RCR)
Total number of occupational diseases
Process Safety FER rate

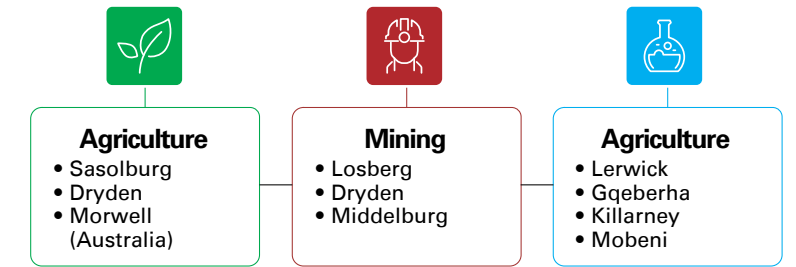
Work performed by IBIS

IBIS performed the assurance engagement in accordance with the AA1000AS Type II requirements. The following suitable assessment criteria were used in undertaking the work:

- AccountAbility AA1000 Accountability Principles (2018) (AA1000AP) adherence criteria for the Principles of Inclusivity, Materiality, Responsiveness and Impact
- Omnia’s Sustainability Guideline Reporting Procedure that specifies definitions, reporting processes, controls and responsibilities

Our assurance methodology included:

- Interviews with relevant functional managers from head office and operations to understand and test the processes in place for adherence to the AA1000AP stakeholder engagement principles and disclosure of the selected KPIs in the assurance scope.
- On-site visits and desktop reviews were performed at the following operations:



- Inspection and corroboration of supporting evidence to evaluate the data generation, calculation, and reporting processes against the assurance criteria.
- This involved testing, on a sample basis, the measurement, correct calculation, collection, aggregation, and reporting of selected sustainability information.
- Reporting the assurance observations to management as they arose to provide an opportunity for corrective action prior to completion of the assurance process.
- Assessing the presentation of information relevant to the scope of work in the Reports to ensure consistency with the assurance observations.

Engagement limitations

IBIS planned and performed the work to obtain all the information and explanations believed necessary to provide a basis for the assurance conclusions for a Moderate level of assurance in accordance with AA1000AS.

The procedures performed in a Moderate assurance engagement vary in nature from and are less in extent than for a High assurance engagement. As a result, the level of assurance obtained for a Moderate assurance engagement is lower than for High assurance as per AA1000AS.

Independent assurance report to the directors of Omnia Holdings Limited continued

Conversion factors used to derive emissions and energy used from fuel and electricity consumed, are based upon information and factors derived by independent third parties. The assurance work did not include an examination of the derivation of those factors and other third-party information.

The scope of work did not extend to any subject matter other than those specified in this assurance statement. IBIS experienced no limitations to the agreed extent of work required for the engagement.

Assurance conclusion

In our opinion, based on the work undertaken for Moderate assurance as described, we conclude that the subject matters in the scope of this assurance engagement have been prepared in accordance with the defined reporting criteria and are free from material misstatement in respect of:

- Omnia's adherence to the AA1000AP Principles of Inclusivity, Materiality, Responsiveness and Impact;
- The selected KPIs as identified under the assurance objectives above and as presented in the published and online Reports.

Key observations and recommendations

Based on the work set out above, and without affecting the assurance conclusions, the key observations and recommendations for improvement are as follows:

In relation to the inclusivity principle

Omnia has made public commitments to be accountable to its stakeholders, and these commitments are also included in Omnia's Stakeholder Engagement Framework. The Stakeholder Engagement Framework describes the objectives of its stakeholder engagement, the processes followed, the governance structure, and roles, responsibilities, and employees accountable for stakeholder engagement implementation and management.

It is recommended that Omnia also set relevant metrics to measure engagement effectiveness, outcomes and impact.

In relation to the materiality principle

Omnia conducts an annual materiality assessment to identify material sustainability risks with participants from across the group. The process includes identification and prioritisation of material matters based on their importance to Omnia and its stakeholders. Omnia's annual reporting suite provides stakeholders with a clear description of this process, together with a comprehensive and balanced understanding and prioritisation of material issues.

It is recommended that Omnia continue to enhance its articulation of its evaluation process. It is also recommended that Omnia continue to enhance the level of stakeholder inputs into the process, as outlined in its ESG and Sustainability Review Project.

In relation to the responsiveness principle

Omnia's Stakeholder Engagement Framework details how responses to stakeholders should be developed, who should develop them, and how stakeholder engagement responses should be evaluated and reported to management for oversight purposes.

In relation to the impact principle

Omnia has incorporated the United Nations Sustainable Development Goals (SDGs) into its Sustainability Strategy and Stakeholder Engagement Framework and has identified specific SDGs that it impacts based on its activities. The Group Sustainability Strategy includes targets for achievement over a five-year and 10-year period. Omnia also reports on its impact performance through its Integrated Annual Report.

In relation to the selected KPIs

IBIS observed that systems and processes are in place to provide reliable source data related to the selected sustainability disclosures in the assurance scope for FY2024.

Additionally, both site and group management demonstrated an in-depth understanding of the sustainability reporting process and were dedicated to improving the quality of the sustainability data, as well as the processes and systems in place to report this information.

However, it was noted that the general control environment can be further improved through the development of comprehensive Standard Operating Procedures to standardise the reporting and internal quality review of sustainability data across the group.

Data inconsistencies identified during the final consolidation of the sustainability information at both site- and group-level, were subsequently corrected and IBIS is satisfied with the accuracy of the final data in the assurance scope.

A comprehensive management report detailing specific findings and recommendations for continued sustainability reporting improvement has been submitted to Omnia for consideration.



Petrus Gildenhuys

Director
IBIS ESG Consulting Africa (Pty)
Johannesburg, 16 July 2024



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000-156/V3-945EM

The assurance statement provides no assurance on the maintenance and integrity of sustainability information on the website, including controls used to maintain this. These matters are the responsibility of Omnia.

Corporate information

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