

SOCIAL RESPONSIBILITY STATEMENT

Fleet Horizon Solutions' approach to Corporate Social Investment (CSI) is informed by the question: "can we use the position we are in to try and make South Africa a better place for the people around us?"

We find it critical to use every opportunity to make the country better for all, through initiatives that aim to achieve a long lasting and sustainable impact on the lives of our fellow citizens other than hand-outs. Our long-held belief is that people of this country must use every resource they have to help build South Africa into a world-beating nation.

It is for these reasons that we will work hard to create opportunities and endeavour to invest ourselves in aiding the launching of new businesses, creating employment, contributing to innovation, paying tax, building new skills and the economy.

Transformation

We will at all times seek to ensure that Fleet Horizon Solutions continues to be a racially, tribally and gender diverse organisation constituted by individuals from different demographics and backgrounds.

Our initiatives will all share three key themes, meticulously identified and developed. Collectively, these themes constitute the foundation of Fleet horizon Solutions' strategy for transforming the national economy:

- ✓ Poverty eradication through job creation.
- ✓ Capacity building, and addressing the scarce skills and delivery shortage in our communities.
- ✓ Increasing the national knowledge base, by focusing specifically on equipping our clients with advanced and sophisticated fleet management skills.

Job Creation

As a 100% black-owned and managed organization, we have a social and moral responsibility to create employment opportunities, provide skills transfer and training. We are part of the community where we do business and our desires are motivated by being a force for good in society. It is our firm belief that it is not Government's responsibility alone to create employment.

With the current unemployment rate of more than 25%, it is in the interest of business South Africa to forge partnerships with Government to ensure that communities are uplifted and that they become part of the mainstream economy. Such opportunities can range from entry-level positions i.e. Field Assistants, to slightly more advanced and/or demanding positions such as that of a Site Manager.

We truly believe that the inclusion of such personnel will not only ensure that projects are delivered timeously and successfully, but also contribute to the growth and development of

local economies, through increased expenditure and/or investment in line with our country's consumer-driven national GDP, as well as prevent the youth from getting involved in criminal activities.

Skills Transfer, Training & Development

In the course of delivering services in the different communities where we operate, and within the aligned goals of BBBEE code of conduct, we will endeavour to invest and empower people with relevant skills, through workshops and on-the-job training. Such an act of commitment will have a positive spin-off on the communities we do business with and be valuable to our employees.

It is our firm belief that harnessing skills and knowledge will benefit the country and the economy as it will advance people's careers and reverse the triple challenges of unemployment, poverty and inequality. In fulfilling this mandate, we thus ascribe to the old saying that "*Give a person a fish today and they will ask for another one tomorrow, but teach them how to fish and they will never be hungry*". Our universal guiding principle is to invest in the following areas of development through the following intervention:

a. **Bursaries**

We aim to provide access to bursaries for our employees as we view them as the backbone of Fleet Horizon Solutions. Such a noble project will also be extended to historically disadvantaged individuals in the communities we operate in. The primary focus of our academic financial support is in the field of Fleet Management or any other related field.

b. **Internship Programmes (Apprenticeship)**

On a regular-basis, we will seek to identify, commit and invest more resources towards providing internship programmes for the unemployed youth as part of our social deliverables. This is one way of creating a skilled labour force and the possibility of long-term employment within the company as positions become available at the end of programme.

c. **Skills Transfer, Development and Training**

Similar to Internship Programmes, opportunities to attend and be part of organized and recognized skills training courses and/or workshops will, from time to time, be offered to our employees, as well as individuals employed by our Clients and those in the respective local communities. Training will not only focus on and/or be confined to formal class-room training and workshops, but also encompass on-the-job practical training, as we believe this to be the best way to effectively transfer skills and knowledge. Such initiatives will not only benefit the individuals from the local communities, but also ensure that we have a big pool of people to work with when situation demands.

Preferential Procurement (Localisation) and Enterprise Development

As critical components of the BBBEE codes and in line with our desire to provide opportunities to individuals and/or businesses that are owned and operated by previously disadvantaged individuals, we are committed to ensuring that we procure, wherever

possible, the majority of goods and/or services i.e. accommodation, supplies, repairs etc., from disadvantaged individuals, particularly women and youth. This will not only foster and fast-track their absorption and inclusion into the mainstream economy, but also support the development and growth of the local economy.

We will undertake initiatives such as Enterprise Development to create more local based entrepreneurs in specific fields to augment our fleet offering. This might at times include setting up car wash merchants that will then be sub-contracted to ensure that all Municipal vehicles are not just taken care of mechanically but also maintain physical integrity and cleanliness.

Socio Economic Development

As one of our Strategic Imperatives, that aims to spend and invest up to one (1) percent (%) of our annual pre-tax profits back into the communities we operate in, and in the furtherance of Ubuntu, Fleet Horizon Solutions, in consultation with representatives from our Client(s), will identify and come up with projects and/or initiatives that will ensure that we give back to the communities we do business with. Such initiatives will not only include monetary disbursements, in the form of sponsorships and/or donations, but also time and resources invested by our staff and/or partners i.e. motivational talks, workshops, mentorship etc.

In executing this imperative, we will only consider implementing projects where a need exists and where we feel that the benefits derived from such will have a far-reaching impact on the wider local community. Decisions on approved disbursements will consistently follow a pre-determined evaluation principle.

Environmental Considerations

Organizations of all sizes, public or private alike, are increasingly focusing on the potential environmental impacts of their activities, products or services, as concerns grow globally around global warming and other opportunistic health related issues. The environmental impact of every business is thus increasingly under scrutiny.

In order for Fleet Horizon Solutions to meet the standards expected of environmental considerations, we have adopted and implemented a well-thought out and effective Environmental Management Plan (EMP). This will at all times ensure that we adhere to international environmental best practices and policies.

In all our actions, a thorough and well-articulated environmental impact assessment i.e. vehicle selection process that takes into consideration the CO₂ emissions and fuel consumption of any particular vehicle etc., will be conducted to prevent and minimise the impact of our activities to the environment.

We are therefore committed to encouraging and supporting initiatives that seek to protect the environment through the efficient use of, safe disposal and recycling of resources deployed in our operations.