



THE BIDVEST GROUP LIMITED

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3 November 2021

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that The Bidvest Group Limited (Bidvest) supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs). Since 2018, Bidvest has made a clear statement of this commitment to its stakeholders and the general public, in identifying the SDGs that are most relevant to our diversified group and assessing the impact we are making.

Our 2021 theme of **'People and products behind a brighter future'** guides our efforts to create value for each stakeholder group which in turn drives our focus on optimising the value of our products and services, at a sustainable cost to society.

The integration of environmental, social and governance (ESG) into the Group's practices at an operational level has historically been more informal. As the impact of climate change and inequality have become more and more evident, the Group has sharpened its focus in this area, recognising the need for all stakeholders to collaborate and work towards greater sustainability. In the financial year ended 30 June 2021 we worked on establishing the Bidvest ESG Framework in which we have set innovative, measurable and challenging medium-term targets for our organisation. This will ultimately ensure the continued generation of long-term value for all stakeholders and is focused on those areas where the Group believes it can make the largest difference.

Bidvest reiterates its commitments as follows:

- To conduct profitable business in a responsible and accountable manner;
- To care for the Bidvest family and the Group's connected societies; and
- To drive positive change through partnerships and social dialogue.

To achieve these commitments, the Group set itself the following five objectives:

1. Nurture people and business diversity;
2. Unlock value through innovation and efficiencies;
3. Represent responsibly made products;
4. Maintain financial strength through growth, focus and discipline; and
5. Preserve its empowering decentralized governance model.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

In my view, the COVID-19 pandemic has given us an opportunity to recreate and reimagine a new world. A world and society where humankind better protects its people and environment. A world where every business pays greater attention to the way it makes profits. A world where the manner in which we conduct business and the impact of our operations on the environment and society are equally important. A world where social value is as important as the bottom line. Bidvest will play its part.

Sincerely yours,

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Ms. Mpumi Madisa  
The Bidvest Group Chief Executive Officer