



+27 12 804 1233



info@adgm.co.za



www.adgm.co.za

371 Asetileen Road, Silvertondale  
Pretoria, South Africa, 0184



**Date:** 23 March 2021

To all our stakeholders:

*Dear Sirs,*

**RE: COMMUNICATION ON PROGRESS**

**Period covering 30 March 2020 to 1 April 2021**

### Statement of continued support

I am pleased to confirm that ADG Mobility reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

**Sincerely yours,**

---

**Dr. Stefan Nell**  
**CEO: ADG Mobility Pty (Ltd)**

**Protected Mobility**



## 1 Description of actions

### Human rights

ADGM has done, inter alia, the following:

1. Implemented a SHEQ policy statement, which is available on ADGM's website.
2. Certified the organization against ISO 45001:2018.
3. Ensured compliance to all South African health & safety and labour legislation.
4. Generated a company hazard and risk identification matrix, which was communicated to all employees.
5. High-risk workers are sent for medical surveillance testing.
6. PPE are free issued to all staff working in the workshop area.
7. Implemented a Code of Conduct focusing on all our stakeholders. This is also available on our website.
8. Implemented various HR policies to protect employees from harassment, abuse or threats.

### Labour

ADGM has done, inter alia, the following:

1. Ensured compliance to all South African labour legislation.
2. Implemented various labour-related HR policies to protect employees.
3. Implemented various HR processes, including objective performance measuring.

### Environment

ADGM has done, inter alia, the following:

1. Implemented a SHEQ policy statement, which is also on our website.
2. Certified the organization against ISO 14001: 2015.
3. Ensured compliance to all South African environmental legislation.
4. Generated a company hazard and risk identification, including the environmental aspects and impacts identified in the organization.
5. Implemented a Code of Conduct. This is also available on our website
6. Recycled all recyclables waste, such as plastic, paper, glass and tins.
7. Dispose of hazardous waste in a proper way aligned with legislation.
8. Introduced energy saving measures.



## Anti-corruption

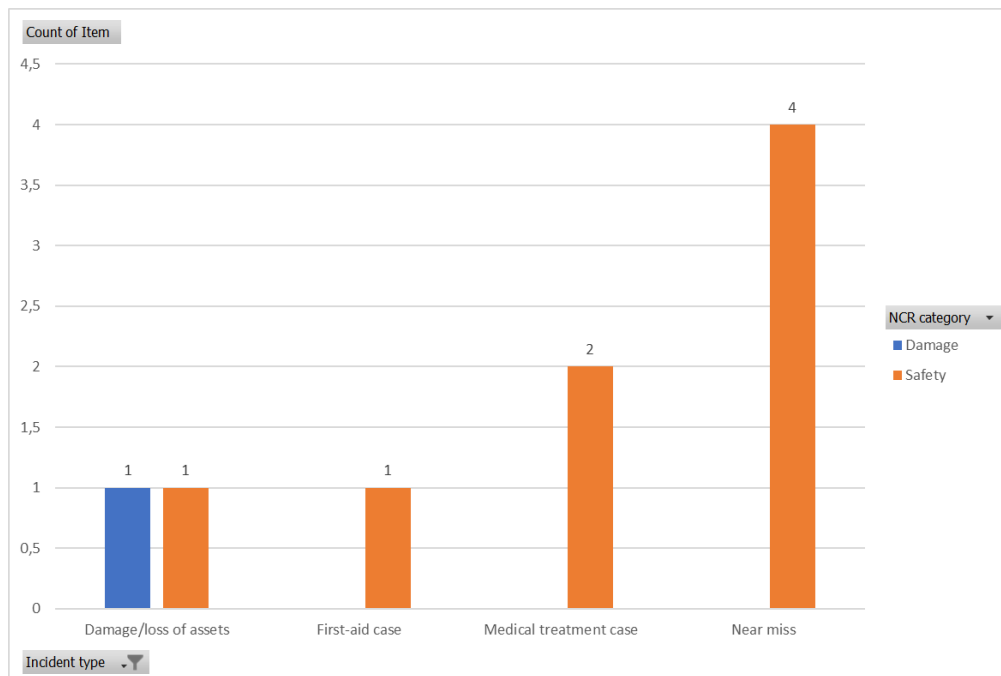
ADGM has done, inter alia, the following:

1. Obtained anti-corruption legislation.
2. Appointed a compliance officer.
3. Implemented a whistle-blower process.
4. Awareness training was done on ethics, anti-corruption.
5. A declaration on potential conflict of interests was signed by all employees.
6. A receiving of gifts policy and register was implemented.
7. A compliance presentation was sent to all applicable third parties.
8. An addendum regarding anti-bribery and anti-corruption was added to the contract template with business partners.

## 2 Measurements of outcomes

ADGM is measuring at least the following:

1. Incident statistics, e.g. medical treatment cases, etc.





## 2. Mass of recycled waste.

Register of recyclable waste											
Date of collection	Waste disposal supplier	Collection Note no.	Paper/ Carton incl. milk containers (CMW)				Plastic	Tins	Glass	Oil	Metal
			HL1	Mixed paper	K4	CMW					
2018/03/02	NNMetals	84778								3340	
2018/03/02	NNMetals	84777								2820	
2018/04/12	Remade Recycling	398958	5	35	51			3	42		
2018/09/04	FMSA	C5081	39	1	89	8	34	4			
2018/10/09	FMSA	C6676	16		22	8	45	5			
2018/10/11	NNMetals	91674/188727								7280	
2018/11/12	FMSA	040238			68	28	24	3			
2018/12/03	FMSA	043145	18		54	6	15	4			
2019/01/09	FMSA	46859	26	7	63	7	20	1			
2019/01/25	FMSA	0050009	20		21	6	46				
2019/02/11	Old Oil Boys	08388								100	
2019/02/21	FMSA	053572	32			6	15				
2019/04/04	FMSA	058441	13		3	11	8	1			
2019/05/10	FMSA	062362	26		23	2	5	1			
2019/07/05	FMSA	68932	23		20	8	2				
2019/08/23	FMSA	075017	15		19	10	15			14	
2020/02/07	FMSA	002086	10		345	12	23				
2020/09/09	FMSA	0221	60		9		12				
2021/03/04	FMSA	22085	75	4	4	1	2	1	2		

## 3. Electricity and water consumption.