OUR VALUE OUTCOMES continued

PROSPERITY FOR ALL

DECENT WORK AND ECONOMIC GROWTH FOR COMMUNITIES

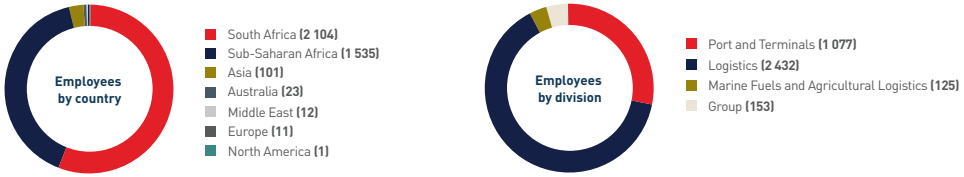
Recognising the constrained environment in which the Group operates, with African countries facing pervasive challenges such as unemployment, limited access to basic services and barriers to education, Grindrod seeks to foster a positive and lasting impact on its communities and society through meaningful interventions.



Overarching goal	Grindrod's purpose is to make a positive difference in Africa's trade with the world, touching lives of the communities in which we operate.			
Rationale	Grindrod's prosperity is inextricably linked to that of the communities in which it operates.			
Performance topics	**Access to decent work**	**Access to quality education**	**Access to reliable renewable energy**	**Access to reliable, safe water**
2022 performance	3 787 staff employed 12 opportunities presented through the Grindrod Graduate Programme. Three-year apprenticeship programmes, with 17 work opportunities created. YES initiative saw 11 learners securing permanent positions. 27 opportunities created through Grindrod's people living with disabilities programme.	1 256 learners benefitted from the Adopt-a-School project. Bursaries provided to children of 83 employees, R302 300. CRET bursaries 5 students, R600 500.	One renewable energy project planned.	Two water projects planned.
Targets	A minimum of one job creation project.	Target as per the Adopt-a-School project.	A minimum of one renewable energy project.	A minimum of one water project.

SUPPORTING LOCALISATION

The Group strongly supports the principle of localisation, hiring from local communities, where possible, to support sustainable economic development in the areas in which it operates.



OUR STORIES

RISING AGAINST HUNGER

Rise Against Hunger envisions a world without hunger – a place where all members of society are well-nourished and able to thrive. Grindrod is honoured to play its part in helping this inspiring organisation achieve their vision.

During the year, our team in Komatipoort packed 10 000 meals (46 boxes) valued at R29 000. Our staff dedicated the remainder of the day to help distribute these meals to five early development centres in the area, benefitting 230 children.



OUR VALUE OUTCOMES continued

PROSPERITY FOR ALL



PRIORITISING QUALITY EDUCATION

Grindrod prioritises creating and promoting opportunities for quality education for its communities, recognising this as a sustainable contribution towards individual and societal advancement.

ADOPT-A-SCHOOL

The Adopt-a-School Foundation's mission is to create conducive learning and teaching environments in disadvantaged schools with the support of the government, the private sector, organisations and individuals.

Grindrod's long-standing relationship with Adopt-a-School aids schools in improving their pass rates through practical interventions such as infrastructure development or teacher training in Durban and the surrounding areas. Grindrod supported Hlahlindlela High School in 2022.

Given the Group's footprint in Richards Bay, Grindrod has sought to extend support to a school in the area and in 2022 the Group engaged with the Mabhodla Primary School to understand their needs. In response to this engagement, and through Grindrod's support, Adopt-a-School facilitated a school leadership advancement workshop to enhance leaders' skill sets. The workshop was followed by a strategic planning engagement to determine tangible deliverables. Since partnering with Adopt-a-School in 2010, Grindrod has contributed R5.1 million.

CYRIL RAMAPHOSA EDUCATION TRUST

Grindrod continues to support the Cyril Ramaphosa Education Trust. Currently, the programme supports 99 fully funded tertiary students and eight partially funded beneficiaries. The organisation intends to support 120 deserving students under the bursary programme during this academic year.

Grindrod funded five students working towards qualifications in Law, Economics, Architecture, Commerce and Freight Handling.

OUR STORIES

DELIVERING WHOLE-SCHOOL DEVELOPMENT AT HLAHLINDLELA HIGH SCHOOL

Grindrod has embraced the whole-school model supported by the Adopt-a-School Foundation, which seeks to acknowledge and honour each school's unique needs while prioritising strategic planning to enable sustainable development that goes beyond each contribution.

Through engagement and planning, specific needs were identified at Hlanlindlela High School. We believe that meeting these needs will support the school's long-term success and contribute towards community upliftment.

In June 2022, a team from Grindrod visited the Hlahlindlela School to unveil the two new classrooms built with donations from Grindrod.

Our CEO delivered a motivational address, followed by a prize-giving for the top learners in each grade, where learners were awarded Grindrod-sponsored vouchers and trophies.

Each learner also received a stationery pack, including essential items to assist them in their studies.

In line with the co-created plan for the school, Grindrod has committed to a further sponsorship in 2023 to develop the building infrastructure and purchase resources for the two newly completed classrooms.



OUR VALUE OUTCOMES continued

PROSPERITY FOR ALL

INNOVATION

Elements such as information technology systems, knowledge, skills and intellectual property that enable a sustainable business through innovative, customer-centric product offerings remain critical. Furthermore, in line with Grindrod's horizon three strategic ambitions, the Group seeks to explore new game-changing businesses, research and development that align with its purpose.



Overarching goal	Creating and maintaining an innovative culture.		
Rationale	Delivering high-impact solutions for customers requires an innovative approach.		
Performance topics	**Digitisation**	**Thought leadership**	**Scientific collaboration**
2022 performance	First in South Africa to update SAP to latest cloud based application, upgrade of smart ports, and successful completion of automation projects.	Undertook a significant thought leadership initiative.	Participated in a major horizon three scientific project using Grindrod assets as a platform.
Targets	One digitisation project, initiative or investment that drives profitable social impact.	One thought leadership project or investment per year that drives social impact.	One scientific collaboration, project or initiative.

INTERNET OF THINGS (IoT), BOTS AND AUTOMATION

IoT is used to optimise current assets and operations. Microsoft Robot systems are being deployed for smart business operations to simplify optimisation, reducing the cost and effort of automation projects. This in turn drives quick deployment of automation for business operations to drive customer-focused efficiency.

ENTERPRISE RESOURCE SYSTEMS (ERP)

This initiative includes updating Grindrod's SAP system to the latest cloud application, a first in South Africa. This will allow Grindrod to further drive automation and digitisation in this space.

SMART PORTS

Grindrod has been re-organising its systems to allow customers to, for example, track their parcels from the mine to the stockpile at the port via their mobile phone or laptop screen. This system is being upgraded to include vessel loading, and Grindrod plans to replicate this smart port system across its terminals in Mozambique and Richard's Bay. In time, Grindrod intends to implement a "digital twin", a real-time, virtual representation of what happens on-site. This will enhance analytics, projections and planning to bolster efficiency at our port.

VISUAL INSPECTIONS

Following our digitisation of train visualisation, the focus is now to extend this function with visual train inspections and train planning. By having access to real-time train data, stockpile planning can be more effective, and it provides a base for shunting and staging of trains.

Automation and new technologies provide competitive advantages. Grindrod's divisions and business units will be streamlined and integrated in line with Grindrod's purpose and strategy.

AUTOMATION OF ROAD CLEARANCE CERTIFICATION

Road export clearances to Eswatini have been automated and drivers can now submit requests via a WhatsApp bot. Through OCR technology, the data is synthesised and information transferred via an "action centre" to our customs clearing system. This in also linked to our weighbridge system, which has led to greater efficiencies benefitting our customers.

OUR STORIES

DELIVERING AGAINST THE ODDS

Managing complicated cargo parcels from origin to destination is what we do best. From project cargo and abnormal loads to heavy haulage and cross-border transport, we move, manage, and handle various cargo types, no matter their shape or size.

We delivered a fully integrated logistics solution for various "out of gauge" project cargo parcels used during the construction of the new airport for King Mswati in the Kingdom of Eswatini.

In transporting the 100 tonne specialised airport equipment over several voyages from Antwerp and Rotterdam to King Mswati's Airport in Eswatini via the port of Durban, the team used a combination of cranes, Mafi trailers and flat racks. The final overland journey of 506 kilometres was completed using multiple axle trailers and specialised cranes to offload the equipment at its final destination.

The entire door-to-door journey took just a few weeks and was delivered ahead of its critical schedule before international dignitaries arrived as guests of the King.

