

TSEBO FOUNDATION

TODAY'S OPPORTUNITIES, TOMORROW'S SUCCESS



WE **DEVELOP** PEOPLE, TO **SERVE** PEOPLE, TO **UPLIFT** SOCIETY

Facilities Management. Remote Camps. Catering. Cleaning. Protection. Hygiene. Energy. Procurement.

WHO WE ARE

The Tsebo Foundation is an independently run charitable trust staffed by highly trained professionals with a mandate to create economic opportunity in underprivileged communities.

"Tsebo" is the Sesotho word for knowledge, and we bring all of our knowledge to communities in away that is accessible and authentic. We have an intimate understanding of the diversity of local communities and are able to profile communities for investments that have truly positive impacts and result in constructive transformation.

The Tsebo Foundation is a transparent outlet for CSI spend – a reputable provider with a demonstrable track record of success.

VISION

To pioneer opportunity creation and make a concrete difference within the communities in which we and our clients operate by contributing meaningfully to social and economic development, all with the purpose of growing and bettering South Africa and the African continent as a whole.

MISSION

To build the economic capacity of South Africa by supporting communities in the areas of hospitality and infrastructure services so that they can become self-supporting competitive entities. And secondly, to engage and form partnerships with our employees and clients so that the status quo in their communities can change for the better.

WHAT WE DO

The role of the Tsebo Foundation is to nurture opportunity so that social investments make areal impact in transforming communities.

Our initiatives include:

- Improving existing SMME standards
- Training tomorrow's business-people
- Sheltering the vulnerable
- Educating youth
- Caring for the needy, frail and the ill of health

Level 1
B-BBEE

135%
Procurement
Recognition for
customers



CREATING OPPORTUNITY

The Tsebo Foundation has numerous functioning projects nationwide, all focussed on the macro-objective of creating opportunity for future success in rural communities.

Four ways for you to create opportunity and future success:

1. Sponsor a project

The Tsebo Foundation is a transparent, fully audited vehicle for companies to channel their CSI spend. We provide full disclosure and real-time visibility of project progress and expenditure. Your sponsorships may be claimed back for BEE purposes.

2. Donate directly

All donations to our projects are tax deductible and may be claimed back for BEE purposes.

3. Educate young talent

Our projects unearth a continuous stream of bright, energetic and ambitious young people. We seek nothing in return; all we ask is that you let us help find the people you need.

4. Nurture young talent

We have an abundance of young people looking for wisdom, experience and learning. Giving time personally or giving access to your business will benefit them immensely.

OUR SHOWCASE OF OPPORTUNITY

The Tsebo Solutions Group is committed to building our society through education, opportunity creation and skills development. In this spirit, the following projects are 'houses' built on the Tsebo Foundation.

Education, training and skills development

- Tears Foundation
- Tirhani Trust
- Naledi Co-op Farm Project

Health and wellness

- HIV program

Enterprise development

- Tsebo Siyakhula Initiative

Environmental sustainability

- Priority zone

Strategic special project

- Tsebo Phakiso Enterprise and Supplier Development Programme



OUR CREATORS OF OPPORTUNITY

National Manager



Jacky Mehlomakhulu

Board of Trustees



Clive Smith



Tim Walters



Monwabisi Kalawa

OUR MANDATE

The Tsebo Foundation was established in honour of the Tsebo Solutions Group's 40th anniversary. It is a Section 21 not-for-profit company that serves the CSR efforts of the Group.

Under the auspices of the Tsebo Foundation, numerous underprivileged causes are supported, from charities and care homes to supplier development programmes and wellness projects.

The Foundation is supported by the Tsebo Solutions Group, but is also open to clients and partners as a transparent outlet for coordinated CSI investments.

With a full-time CEO and support staff that operate on behalf of a nominated Board of Trustees (both from within and from outside of the Tsebo Solutions Group), the Foundation ensures effective management and channeling of funds, supported by a centralised reporting framework.

OUR FOCUS

We specialise in initiatives that enable people to support themselves, build community roots and create economic stability, aiming at a better life for the people within communities in the areas in which we operate.

Give a man a fish and he will eat for a day. Teach a man to fish and he will eat for a lifetime.



SOCIAL ENTERPRISE INITIATIVE

Each year, we invest massively in community supplier projects that create new SMME's through our Enterprise Development Programmes. Through the different programmes; sustainable, viable and financially sound SMME's are developed to take part in their country's economic growth.



TSEBO SIYAKHULA INITIATIVE

Tsebo Solutions Group explored viable opportunities to support job creation, sustainable enterprise creation and community involvement with a particular focus on Christel House SA as a Tsebo CSI beneficiary.

Christel House transform lives of impoverished children around the world by breaking the cycle of poverty through a robust education and a strong character development programme.

The Group invested R2m funding towards an agricultural enterprise called "Tsebo Siyakhula Initiative" through the Tsebo Foundation. The objective was to expand the support structure offered to the community by Christel House, beyond student education.

The initiative is designed to support sustainable access to job opportunities for the community members of Ottery in the Western Cape, provide a supplementary income and potentially reduce costs of certain goods and services for Christel House which will positively reduce operating expenditure of the school.

Siyakhula produces and delivers fresh produce to Fedics sites in the Province.

INVESTMENT AND SOCIAL IMPACT

- Established Agricultural Enterprise
- Supply of fresh produce to Fedics sites
- Skills & capacity development of an existing farmer
- 96 additional lives lifted out of poverty (year 1)



MAKING A DIFFERENCE IN COMMUNITIES

Tsebo's Quality Reef division saw to it that a dilapidated commercial farm in the North West Province of South Africa; was restored to a running vegetable farm managed by the local community.

We brought about robust business planning, training, finance and supply agreements to ensure that local residents become preferred suppliers for Tsebo's long-standing catering contract at nearby mining operations,

The farm currently employs 1000 rural women and delivers 75000 tonnes of vegetables to local mines in the Province every month.

Aside from mining, agriculture is the only sector in which North West is acknowledged to have a comparative advantage over the other Provinces. The agricultural sector produces 13% of the Provincial GDP and provides jobs for 18% of the labour force in the Province.

INVESTMENT AND SOCIAL IMPACT

- Employment rate: 98%
- Established Agricultural Enterprise
- Supply of fresh produce to Tsebo sites
- Skills and capacity development of existing farmers

We are putting Farming back in the hands of the Community.



BEE

For the Tsebo Solutions Group, transformation has never been a compliance requirement; it is part of our DNA and is weaved into our business model, business processes, cultural values and business strategy.

Nowhere is this more evident than in our commitment to enterprise development, socio-economic development and preferential procurement. Tsebo has invested an enormous amount of resources and adapted its business model to drive these initiatives: consistent with our philosophy of creating a better future for all. We are proud to have honoured our people and our country with the establishment of the Tsebo Foundation and we encourage all our clients, suppliers and stakeholders to engage with us for its success.

The Tsebo Solutions Group is a Level 1 B-BBEE contributor with procurement recognition for customers of 135%.

HEALTH AND SAFETY

The Tsebo Solutions Group supports the Occupational Health and Safety Act, 85 of 1993. To ensure compliance in our business with this legislation, we engage in continuous training on accident prevention and constantly update our GMPs in accordance with the latest practices in this field. Over and above all this, we have an internal team that audits operational practices on Occupational Health and Safety in order to drive continuous improvement.

ENVIRONMENTAL POLICY

The Tsebo Solutions Group is committed to running its business in a responsible manner so that impact on the environment is minimised and the wellbeing of all stakeholders, including the environment, surrounding communities and employees, is ensured. Activities in this regard include staff training, operational processes, inputs used and products marketed. Sustainability in our commercial relationships is always actively encouraged.

100%
BEE rating

135%
procurement
recognition for
customers

Largest Level
1 B-BBEE
Contributor
in terms of number
of employees
in South Africa

TSEBO CARES

We believe we have an active role to play in improving the lives, and the opportunities for success, of all our stakeholders, both today and in the future

Tsebo Solutions Group is a responsible, ethical organisation that cares about its stakeholders, staff, customers, clients, communities, shareholders and the environment. We believe we have an active role to play in improving the lives of our stakeholders today, and their opportunities for success in the future.

Tsebo is an active investor in people. Through our in-house Tsebo Skills Academy (that trains thousands of industry staff annually) to our structured programmes, management development scheme and post-graduate business school education for senior and middle managers, we give value to our employees, enabling them to perform better.

Tsebo upholds the King III principles of ethical business practice, and only engages in proper commercial contracting relationships through transparent processes. We believe in free and fair competition in our industry and will always publicise and root out corruption, even at commercial cost to ourselves.

Tsebo encourage all staff to report any wrongdoing, and promote the use of Tip-offs Anonymous as an effective mechanism that protects the individual. These tip-offs go straight to the Group CEO for individual investigation and the appropriate action.

Tsebo constantly improves its internal control processes- financial, legal, auditing- to ensure that we maintain leading standards of practice in monitoring internal compliance.

Tsebo has an active Social Ethical and Transformation Committee that oversees all processes, outputs and strategies across the Group for maintaining corporate ethical standards. The SETC reports directly to the Corporate board. Transformation lies at the heart of Tsebo culture, and is actively pursued. All dimensions of generic B-BBEE scorecard are relentlessly pursued and various forums are tasked with improving the individual elements year-on-year.

Tsebo takes its responsibility for the environment very seriously, and takes every opportunity to improve its operations so as to minimise any harmful impact. New practices are constantly innovated to reduce emissions and wastage, responsible consumption is practiced across all core operations, and Tsebo promotes the use of environmentally friendly inputs and materials in all its core operations.

FASENDA MIZIMO FARM PROJECT MOZAMBIQUE

This project is training over 600 farmers and small growers in simple effective and proven farming methods - directly benefiting more than 2000 family and community members in the process.

Participants learn what grows best in the soil type they have, how to generate organic fertilisers, the best methods of irrigation for different crops and soils, rotation of crops and much more.

We have invested approximately USD 60 000 in the project for the initial setup, covering construction of a classroom, kitchen space for the preparation of lunches, kitchen equipment, desks, chairs air conditioners and toilets.

Teaching over 600 farmers effective farming methods directly benefits more than 2000 family and community members in the process.





TSEBO PHAKISO ENTERPRISE AND SUPPLIER DEVELOPMENT PROGRAMME

We strive to create sustainable and development in Africa through our initiatives, we realise that investing in people is one of the most important building blocks in achieving sustainable development.

Tsebo designed a Supplier Development programme called the 'Tsebo Phakiso Programme' with the focus on providing small businesses with the skills needed to enable growth, viability and financially sound SMME's developed to take part in the country's economic growth.

A matrix for selection of the suppliers was guided by the provisions of the Codes of Good Practice ensured the selected suppliers meet the requirements of Black Women Owned and designated groups as defined under.

The programme follows the skills transfer model that is provided in a class room format training programmes and the programme structure ensures immediate application of the learning in the respective businesses.

The four qualifying suppliers carefully selected to take part in the programme are:

- Maggie Mageu (BWO)
- Nomanamuhlu (BWO)
- Thetha Nathi (EME)
- Botshelo Packaging (EME)

The beneficiaries earmarked for this programme were black-owned businesses that are current Tsebo suppliers.

TIRHANI TRUST

Tsebo realises that tackling poverty and achieving positive impact on community development and transformation can only be achieved when the untapped potential of women in their ability to improve social-ills is recognised and supported. In light of this, Tsebo established a Women's Trust (Tirhani Trust) through which the company will channel our contributing towards advancing the development of black women in South Africa.

DEVELOPMENTAL FOCUS AREAS OF THE TRUST ARE

- Education
- Health
- Rural development and upliftment
- Entrepreneurship

Our Trust beneficiaries are organisation led by women who are passionate about meaning change in the lives of ordinary citizens.

SOME OF OUR BENEFICIARY PARTNERS

- DreamGirls International Outreach and Mentoring Programme
- National Movement of Rural Women (NMWR)

“Tsebo equips small enterprises.”

Tsebo Solution Group is a Level 1 B-BBEE contributor and a Proudly South African company.



- FACILITIES MANAGEMENT**
- REMOTE CAMPS (ATS)**
- CATERING**
- CLEANING**
- PROTECTION**
- HYGIENE**
- ENERGY**
- PROCUREMENT**

CONTRACT NON-CORE SERVICES

- OIL AND GAS
- MINING AND RESOURCES
- CORPORATE AND FINANCIAL SERVICES
- MANUFACTURING
- HEALTHCARE
- EDUCATION
- LEISURE AND HOSPITALITY
- RETAIL AND WHOLESALE



KEY SECTORS



Revenue

PRODUCTIVITY

CONVENIENCE

COMPETITIVE CAPABILITY

OPEX

CAPEX

BUSINESS RISK

Costs

MEASURABLE BUSINESS BENEFITS

ISO 9001

14001

22000

OHSA

18001

HACCP



WORLD-CLASS OPERATING STANDARDS

28 COUNTRIES

47 YEARS

47 OFFICES

5 300 SITES

40 000 EMPLOYEES



FOOTPRINT AND OPERATING EXPERIENCE

- MULTINATIONAL CLIENTS
- CORPORATE CITIZENSHIP
- ENVIRONMENTALLY RESPONSIBLE
- ETHICS AND GOVERNANCE
- AN AUTHENTIC AFRICAN COMPANY



AN ETHICAL AND RESPONSIBLE CORPORATE CITIZEN

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COMMUNITIES THROUGH OPPORTUNITY CREATION.

A transparent outlet for co-ordinated CSI investments.

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