

RAINBOW POLICIES AND PROCEDURES MANUAL			
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1. BACKGROUND

- 1.1 Environmental, political, social and economic issues are inextricably linked. This is recognised by the government in South Africa, is built into the tenets of the Bill of Rights and enshrined in the country's constitution. Wherever pertinent, legislation will aim to ensure that the universally accepted ethic of sustainable living is maintained as recommended in the CONNEP (Consultative National Environmental Policy Programme) document. All eleven areas of focus on the CONNEP document aim to protect the environment. The responsibility of achieving these goals must be shared by all sectors, including commerce and industry.
- 1.2 Conservation or preservation and development or exploitation are not mutually exclusive, but simply opposite extremes of the same scale. A sustainable balance is possible. The balance is however not achievable without successful alleviation of poverty. In South Africa poverty is one side of the coin of environmental destruction, the other is the effect of extravagant, wasteful lifestyles that are not sustainable. This twin pillar of poverty and excess is the environment in which industry operates. It is thus mandatory for every company to develop and maintain an active policy on the environment.

2. PHILOSOPHY

The future viability of the business depends on a people-centred development strategy that takes full cognisance of the need for the conservation of the environment.

3. POLICY

- 3.1 The Rainbow Group policy on the environment is additional to the national, constitutional and legal prescriptions. The policy aims to harmonise the approach to and focus on matters environmental.
- 3.2 The general responsibility for the conservation of the environment is an obligation of all employees, who shall endeavour to create a safe and healthy working environment commensurate with a basic right to such an environment. All employees are encouraged to adopt personal attitudes and practices that will eliminate waste and prevent pollution.
- 3.3 The final legal and statutory responsibility for each operating site, including head office, is vested with the most senior person (CEO and functional directors) who will ensure:
- the nomination of an environmental officer to monitor practices, provide information and, where necessary, compile and remain custodian of relevant data, and
 - that a local environmental audit is conducted bi-annually.
- 3.4 The audit reports will be circulated to all stakeholders within the group and begin to form a recorded profile of the Company's performance regards caring for the environment in which it operates.
- 3.5 The Group operating processes must incorporate the corporate focus on the environment, eg:
- investment proposals likely to impact on the environment must be subjected to full and integrated environmental impact assessment,
 - use products and substances that are internationally known to be environmentally friendly, for example, lead free petrol, and ban those that damage the environment,
 - promote a bias for suppliers whose companies show sensitivity to the environment,
 - monitor water and energy conservation efforts and make success known to all employees; conversely, prevent pollution at all costs and sensitise the local community by adopting and supporting projects that aim to care for the environment as part of the social investment programme,
 - ensure that the Company's remuneration policies and practice improve the quality of life of employees and begin to alleviate poverty, and
 - to include a statement on the environment in annual reports.
- 3.6 The above examples are not meant to be exhaustive but adequately illustrate the sense of internalising environmental awareness as part of the Company's culture.