



# Our environment

## phs Group | Collaborating towards 2040 Net Zero ambition

PHS remains deeply committed to environmental sustainability. Sustainability is embedded across the business, with a strong focus on carbon reduction, energy efficiency, waste diversion, and responsible supply chain practices.

A key element of PHS' sustainability efforts is its LifeCycle Energy from Waste programme, which diverts offensive waste from landfill and converts it into energy. This initiative supports the company's circular economy ambitions while reducing environmental impact. PHS has also redesigned its waste collection model to reduce fuel consumption, vehicle mileage, and the need for water-intensive processes like bin washing.

The company continues to decarbonise its fleet by introducing electric vehicles and cargo bikes, replacing older vehicles with more efficient models, and streamlining logistics. Trials of alternative fuels and low-carbon heating systems are also underway.

Sustainable procurement and product design are integral to PHS' environmental strategy. The business uses recycled materials in core product lines and employs AI to track carbon hotspots in the supply chain.

**PHS CEO Matthew Brabin:** "Our mission is to improve the lives of people by enhancing business and community spaces with the best value products and services, whilst always respecting the environment."



**7%** of usage

Hydrotreated vegetable oil replacing diesel



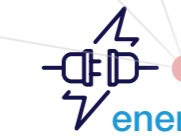
**~500 000 litres** fuel saved (2023 to 2025)

**Global first: fully recycled hygiene dispenser**

Replaced sanitary bin with bin liners  
**1 300** tons of  averted

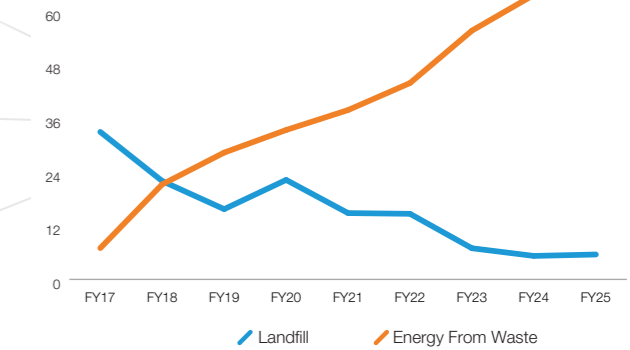
**87%** recycled mat content

**97%** recycled sanitary bag content



energy from waste diverted, now powers **12 000** homes

Hygiene waste diverted %



# Conduct profitable business in a responsible and accountable manner

In line with SDGs aimed at affordable and clean energy and climate action, the Group is focused on energy and water efficiency, responsible waste management, and innovative solutions to aid customer sustainability.

Bidvest is a signatory to and participant in the United Nation's Global Compact. Bidvest's Group CEO serves on the board of the UN Global Compact Network SA and is the chair. The Bidvest Corporate Affairs executive chairs the member-led gender equality sub-committee of the UNGCSA and nominated senior executives participate in the UN's Gender Diversity as well as Business and Human Rights Accelerator programmes.

## Measuring performance

Topic	Our aim	We will	Measurement	FY2019 base	FY2025 target	FY2025 actual
Own carbon footprint	To reduce the emission intensity of our operations by 20% by 2025 from the 2019 base	Continue to improve energy efficiency, shift our energy consumption to lower emission sources, invest in renewable sources and configure our properties to be environmentally-smart	Scope 1 and 2 emissions intensity	4.33	<b>3.46</b>	<b>2.37</b>
			% electricity sourced from renewables	1%		5%
Resource use	To reduce the waste generated and water intensity in our operations by 20% by 2025 from the 2019 base	Step up waste recycling efforts	% of waste recycled	3%		86%
			Increase recycled raw material content in products and packaging whilst also making it more environmentally friendly	% product and packaging content from recycled material		
		Reduce the net quantum of water used taking into account recycling	Net water intensity	24.91	<b>19.93</b>	<b>12.30</b>
			Source product from supply chain partners that are responsible in their dealings and achieve 100% compliance by 2025 and contribute to the circular economy	Engage with these tier 1 suppliers to ensure that they have adopted the commitments described in our Ethical Purchasing Code (industry standard or equivalent environmental assessment)	% international and multi-national suppliers being compliant as measured by self disclosure;	<b>100%</b>
	Introduce the recovery/take-back of product at the end of life	Quantum of items recovered			refer to commentary	

FY2025 target: **Green** – met/exceeded target; **Orange** – on track to meet; **Red** – focus needed to meet

Bidvest reports on scope 1 and 2 emissions as defined by the GHG Protocol and track these emissions against reduction targets. The Group's environmental footprint is concentrated in its Freight operations, BidAir Cargo, laundries and the businesses with extensive operational networks, which collectively represent the vast majority of Group emissions and water usage. We focus on lowering our consumption of fossil-fuel generated energy and water, increasing the proportion of renewable energy we use and improving energy and water efficiency in our operations.

We recognise the importance of also contributing to scope 3 emission reductions. Given the diversity and disparity of Group operations, the identification of applicable inventories and gathering of data on an aggregated level is not feasible at this stage. Select businesses within the Group have embarked on this journey. As part of our Sustainability Framework 2035, we, however, included a target to re-design, -engineer, -source, -cycle products or services making up 10% of procurement spend. We view this as a practical commitment to reduce scope 3 emissions.

## Emissions

The Group generated Scope 1 and 2 emissions of 294 726 tons in the financial year ended 30 June 2025 which is 3% less when compared to the financial year ended 30 June 2024. Group emission intensity decreased by 8% year-on-year. With reference to targets embedded in our ESG Framework, emission intensity declined 44% from 4.33kg/R000s revenue to 2.45kg/R000s revenue, on a like-for-like basis.

15% less emissions were generated compared to FY2019

## 4.5MWh, or 5%, of electricity used was drawn from renewable sources

The disclosure requirements of the Corporate Sustainability Reporting Directive, effective 1 January 2024, are being assessed by The Bidvest Group UK plc, Bidvest Noonan and PHS. Bidvest Noonan initiated discussions with consultants to assist in the completion of a double materiality assessment, a key aspect of preparedness for CSRD. The mandatory AASB S2 Climate-related Disclosures, known as the Australian Sustainability Reporting Standards (ASRS) come into effect in FY2025. The introduction of the standards is phased, and this will directly impact BICC from FY2026. A detailed scope of responsibilities and timelines is being developed to ensure that these items are addressed comprehensively, recognising that some of the work will be required to be performed by external specialists.

Konica Minolta retained its carbon neutral status and Cecil Nurse has committed to net zero. Bidvest Noonan is committed to reducing scope 1, 2, and 3 emissions by 42% by 2030 (off 2020 base), and reaching net zero by 2045. In April 2025, climate targets were validated by the SBTi. PHS Net Zero commitment is by 2040

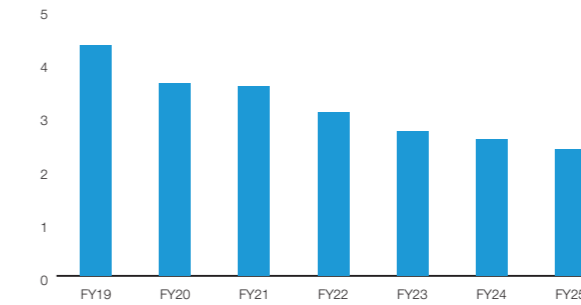
Energy consumed in Group operations is predominantly drawn from the national grids, but green electricity used increased 30% year-on-year, avoiding 4 536 tons of emissions.

## 25 Bidvest sites have installed solar capacity, up from 18 in the prior year

Bidvest provides low/no carbon and environmentally friendly products and services into the economies in which it operates, such as the storage and handling of LPG, the distribution of solar panels and geysers, 100% recyclable packaging, electric vehicles, etc. For examples of recently launched products and services, please refer to page 35.

Refer to [www](#) for the climate submission to the CDP.

### Emission intensity (kg/R000's revenue)

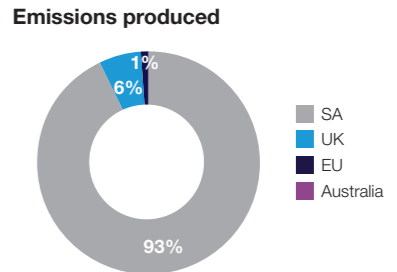
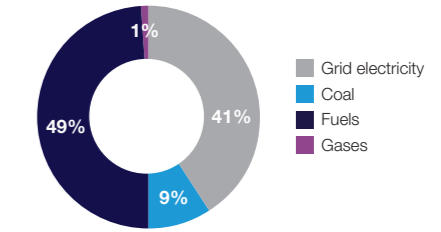


### Emission sources

#### Scope1 and 2 emissions\* (tons)

	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Scope 1	285 431	250 414	217 085	212 910	170 365	197 687	133 618	179 520	176 592	191 017	183 964	<b>171 931</b>
Scope 2			5 357	9 471	157 704	148 661	132 675	123 318	118 822	111 241	121 075	<b>122 796</b>
Total	285 431	250 441	222 442	222 381	328 070	346 349	266 396	302 838	295 414	302 258	305 039	<b>294 726</b>
Like-for-like**								275 512	275 002	281 658	284 155	<b>275 450</b>
Adcock Ingram#										73 698	67 944	<b>62 217</b>

\* Ton of CO<sub>2</sub> are reported using government and international GHG conversion factors. \*\* Exclude major acquisitions since FY2019. # Refer to Adcock Ingram disclosure.



Conduct profitable business in a **responsible and accountable manner** continued

**Water**

The Group used 1 528 million kilolitres of water, a decrease of 7% year-on-year. Also, 166 million cubic metres of industrial wastewater were treated and discharged. Water intensity decreased by 7% during the year to 30 June 2025.

**23% less water was used compared to FY2019**

**Water intensity declined from 24.91 litre/R000s revenue to 12.86 litre/R000s revenue, on a like-for-like basis, a 48% decrease.**

**Water drawn from boreholes represented 9% of total usage**

In addition to SA being classified as a water stressed country, the quality of water is also deteriorating rapidly. According to the 2023 Blue Drop National report, 46% of water supply systems in SA achieved unacceptable microbiological quality. There are also more frequent water supply interruptions. The Group sees opportunities in product supply and related service offerings over the medium-term.

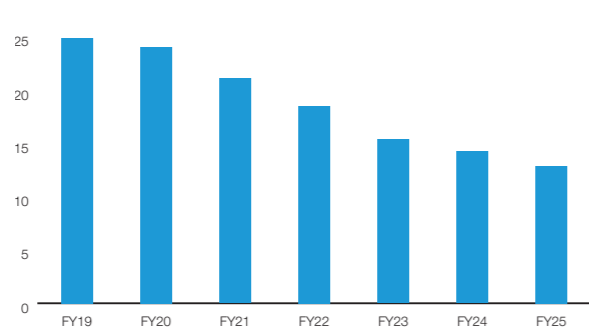
Refer to [www.bidvest.com](#) for the climate change submission to the CDP.

**Group water used and waste water treated (Kilolitres)**

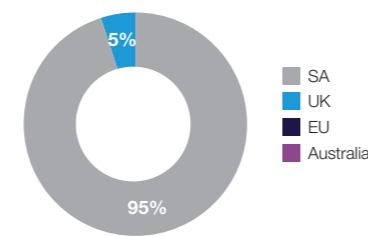
	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Total water usage	2 935 642	2 391 110	2 367 121	2 423 291	2 048 674	1 994 158	1 778 043	1 802 576	1 771 759	1 690 703	1 647 406	<b>1 527 693</b>
Like-for-like*								1 639 454	1 671 474	1 572 663	1 523 974	<b>1 447 830</b>
Wastewater treated					402 149	518 614	285 180	574 628	166 449	191 212	207 086	<b>166 294</b>
Adcock Ingram#										394 450	418 742	<b>380 175</b>

\* Exclude major acquisitions since FY2019. # Refer to Adcock Ingram disclosure.

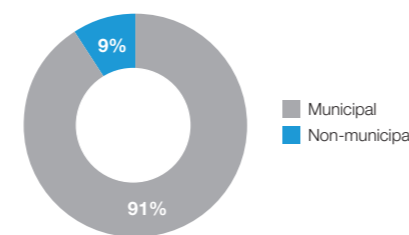
**Water intensity (litres/R000's revenue)**



**Water usage**



**Water sources**



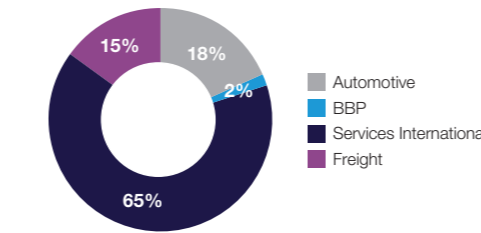
**Circular economy**

**The Group recycled**

**96 082 tons, 86% of waste generated**

Hazardous waste is generated in the servicing operations in Automotive, terminal operations in Freight and printing operations in Branded Products as well as handled as part of the provision of hygiene services. All hazardous waste is recycled, although timing will not perfectly match generation.

**Hazardous waste generated**

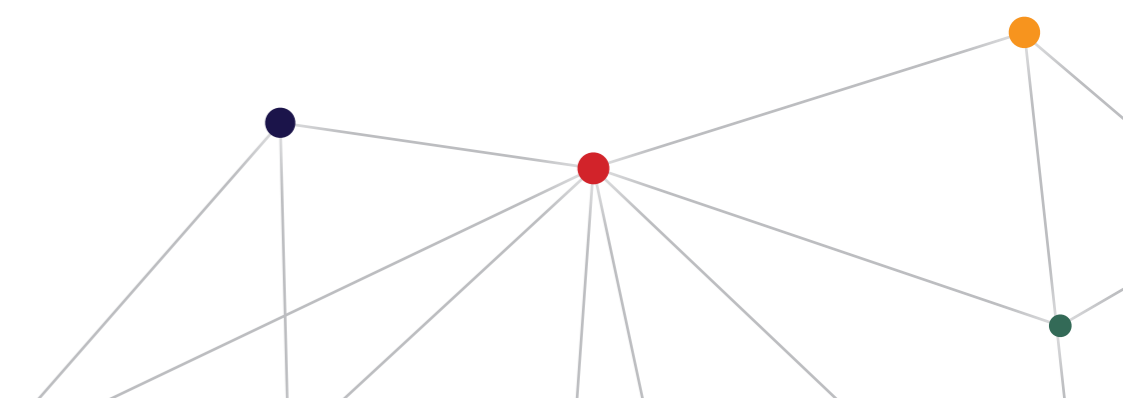


Waste legislation changes in the UK came into force in March 2025. This requires all businesses to segregate general waste, dry mixed recycling and food waste. Bidvest Noonan provides clients with an innovation deck which details the array of solutions on offer to maintain compliance.

Refer to PHS impact story on page 31.

**Product/service innovation**

- **Bidvest Noonan** is trialling the RealWear AI voice-powered headset within its hard services division. This hands-free, voice-controlled device enables operatives to work more safely and efficiently, with real-time video sharing and seamless communication with off-site experts. It supports smarter collaboration and faster problem-solving, without the need for travel, helping to reduce costs and cut emissions. With built-in AI, teams can generate reports and complete audits using voice commands, driving both productivity and sustainability.
- **Prestige** introduced the Blue Evolution steam cleaning device which utilises high-temperature steam to sanitise and clean various surfaces without the need for chemicals.
- **Execuflo** is testing a processed volcanic rock planting medium that could potentially reduce watering frequencies.
- **Rotolabel** partnered with existing suppliers of security inks to incorporate a security trace in label varnish. The trace is invisible to the consumer but can be detected by a scanner that emits a bleep or coloured light when scanned. The solution has no visual impact on label design or production processes but can assist in addressing illicit product.
- **Lufil** introduced two new bags to a QSR customer that has replaced more expensive alternatives – a coated bag to package churros that were previously packed into cartons and a new die-cut pita bag with perforation tears to improve customers eating experiences.
- **G Fox** purchased a direct-to-film machine which is a new sustainable method of printing.
- **A²** is now also the exclusive importer of RCM Cleaning Equipment from Italy. RCM has introduced an ozone-based system that enables ecological cleaning without relying on chemical detergents, reducing potential risks to both operators and the environment.
- **Serco** launched cutting edge refrigerated trailers equipped with electric axle-driven system which powers the fridge unit without requiring a grid connection, resulting in significant environmental benefits.



Conduct profitable business in a **responsible and accountable manner** continued

**Environmental management**

Post an inspection, BTT Island View received a report with four non-conformances. These were addressed and responses send back to DFFE in August 2024. BPO received two contravention notices from the eThekweni Municipality’s Water and Sanitation department for contamination of nearby stormwater. Corrective action has been implemented at the quayside while the services of an external party was secured to implement a stormwater management project.

**No public grievances against any operations were received and no fines were issued**

Environmental management systems are in place at businesses, as listed alongside, representing 48% of Group revenue.

Entity	Certifications					
Bidvest Noonan	ISO 9001	ISO 14001	ISO45001	ISO 22301	ISO 27001	
BIC Consolidated	ISO 9001	ISO 14001	ISO 45001	ISO 10002		
First Garment Rental	ISO 9001	ISO 14001	ISO 45001	SANS 10146		
Masterpack	FSSC 22000	IOS 22002	FSC-C031324	FSSI IBL		
Bidvest Tank Terminals	ISO 9001	ISO 14001	ISO 45001	SANS 3000		
Bidvest Facilities Management	ISO 9001	ISO 45001	ISO 14001	ESCo Tier 1		
Bidvest Steiner	ISO 9001	ISO 45003	ISO 14001			
Bidvest Prestige	ISO 9001	ISO 45001	ISO 14001			
Bidvest Protea Coin	ISO 9001	ISO45001	ISO 18788			
Bidvest Catering Services	ISO 9001	SANS 10049	SANS 10156			
G Fox	NRCS accredited	SEDEX accredited	SANS 434			
WearCheck	ISO 9001	ISO 14001	ISO/IEC 17025			
PHS	ISO 9001	ISO 14000				
Renttech	IOS 9001	ISO 45001				
Bidvest International Logistics	ISO 9001	ISO 45001				
Rotolabel	ISO 9001	FSSC 22000				
Lithotech	ISO 9001	FSSC 22000				
S&N Labels	ISO 9001	FSSC 22000				
Konica Minolta	ISO 9001	FSC				
Manica Namibia Group	ISO 9001	ISO 45001				
BidTrack	ICASA					
P& I Associates	ISO 9001					
Bidfreight Port Operations	ISO 9001					
Rennies Ships Agency	ISO 9001					
Academy Brushware	ISO 9001					
Buffalo Tapes	ISO 9001					
Burncrete	ISO 9001					
Nu-Quip	ISO 9001					
Cabstrut	ISO 9001					
Electech	ISO 9001					
Technilamp	ISO 9001					
Home of Living Brands	ISO 9002					
Silveray	ISO 9003					
Cecil Nurse	ISO 9004					
Hotel Amenities Supplies	ISO 9001					
Vulcan	ISO 9001					
Serco	ISO 9001					
Aluminium Foil Converters	ISO 22000					
Spec Systems	ISO 22000					
Bidair Cargo	ISAGO					
Luffil	FSSC 22000					
King Pie	FSSC 22000					

**Responsible supply chain**

Bidvest’s Code of Ethical Purchasing (Code) is intended to promote safe and fair working conditions, ethical business practices and the responsible management of environmental and social issues within the Group’s supply chains. The signing of the Code is now part of supplier onboarding. Supplier facilities are visited on a regular basis.

The principles are to uphold human rights, behave ethically and be environmentally sustainable.

**To date, 83% of Bidvest’s offshore and multi-national suppliers signed the Code**

All products that Bidvest distributes, or retails, are approved by the necessary authorities, as required. Products carry warranties that vary between six months to manufacturer-backed guarantee of up to five years, mostly in the case of vehicles. No product is sourced from countries on the global sanctions list, products that may include conflict minerals, such as vehicles and electronic equipment, are sourced from reputable global suppliers who actively monitor their supply chain to source responsibly.

**Task Force on Climate-related Financial Disclosures**

The TCFD published recommendations to encourage companies to increase their disclosure of climate-related information, with a focus on governance, strategy, risk management and metrics and targets. Bidvest is aware of the importance of addressing issues related to climate change as the impacts are far-reaching.

Without doing detailed scenario analysis, in principal, it is assumed that the transition to a low-carbon economy will accelerate, driven by technological advancements and changes in consumer preferences, impacting the demand for services and products and necessitating innovation. Financially, costs related to climate change adaptation are anticipated to be limited. In the case of heightened climate risks, the resultant impacts of inclement weather could damage infrastructure, pose safety hazards for staff and building occupants and disrupt supply chains. Financial costs may increase materially and socio-political tensions rise.

As mitigation strategies to enhance Bidvest’s resilience across the entire organisation, emission and water intensity reduction targets have been set and focus placed on securing our supply chains.

**To date, we have taken the following steps towards these recommendations:**

- **Governance** – Bidvest reiterated its commitment to conduct profitable business in an accountable manner and set objectives, which include representing responsibly made products. Strong sustainability governance and management is crucial to successfully execute our strategy and deliver our sustainability ambitions. The Board is the highest decision-making body on sustainability with the Social, Ethics & Transformation sub-committee responsible for governance and oversight while management is accountable for the sustainability outcomes. Explicit Group emission and water reduction targets of 65% by 2035 is included in the Board-approved Sustainability Framework which has been cascaded into the operations as part of management’s KPIs. Data gathered quarterly is presented to the Social, Ethics & Transformation committee;
- **Strategy** – Our operations’ climate risks and opportunities are deeply integrated into our business strategy. We offer a continuously broadening basket of services and products that adds value to customers. This means we represent products and services that are responsibly made and delivered while preserving the environment for future generations. This is an ongoing process, incorporating innovation and investment;
- **Risk management** – Climate risk is one of the key risks elevated at Group level. This is discussed in more detail on page 12. Operationally, climate risks translate into, for example, damage to coastal facilities and disruptions to supply chains due to extreme weather conditions, escalating cost of service delivery, products and compliance, safety hazards for our employees and building occupants as well as reputational damage. By continuously innovating, we transform these risks and dependencies into opportunities aligned to our strategy; and
- **Metrics and targets** – Bidvest has reported on its environmental footprint for several years. Specific measurement metrics and targets are embedded in the Sustainability Framework as well as incentive scorecards. The Group has committed to a 65% reduction in emission and water intensity between 2019 and 2035, together with measures to contribute to a sustainable supply chain and the circular economy.

Refer to [www.bidvest.com](#) for the climate change submission to the CDP.

**Bidvest NOONAN | Culture of innovation delivers industry-leading solutions**

Bidvest Noonan continues to lead in innovation across the facilities management sector, embedding technology and creative thinking at the core of its operations. Guided by a bold five-year vision, the company focuses on delivering sustainable, people-centred, and digitally enabled services that support clients, communities and employees. Innovation is not just a goal but a strategic driver, advancing both operational performance and social value creation.

A key achievement in FY25 was the rollout of TwinSpace, a proprietary digital twin platform that maps physical spaces in 2D and 3D, streamlining planning, training, and safety protocols. Complementing this, the Innovation Hub and QBR Pack Builder were launched to strengthen internal knowledge sharing and enhance client reporting. These tools reflect Bidvest Noonan's commitment to smarter, faster, and more transparent service delivery.

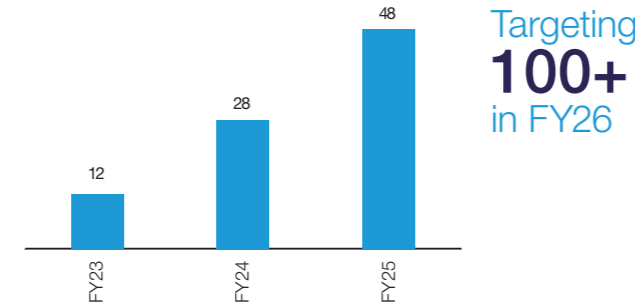
Collaboration remains central to the innovation strategy. Through Innovation Days the company fosters ongoing dialogue to co-develop tailored, future-fit solutions.

Automation is also a key focus, with a growing fleet of autonomous cleaning robots deployed across multiple environments. These cobots deliver measurable cost, energy, and efficiency benefits while enhancing employee productivity and satisfaction. Rather than replacing workers, the technology augments roles, freeing teams to focus on more value-adding tasks.



Scan here for more insight

**Innovation Days** (client workshops)



**Twinspace**

Virtual site replica's allows for efficiencies

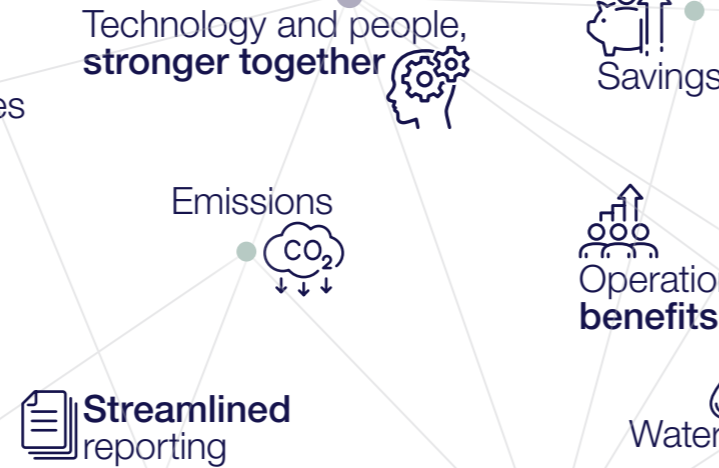
**100+** buildings scanned

**Autonomous cleaning cobots**

**200** across various site types

To date **3.5 million m<sup>2</sup>** cleaned by cobots

**Broad stakeholder benefits**



**KONICA MINOLTA | Tackling emissions one tree at a time**

Since 2008, Konica Minolta South Africa (KMSA) has partnered with Food & Trees for Africa (FTFA) to create meaningful environmental and social impact through reforestation, urban greening, and environmental education.

The reforestation projects focus on restoring threatened habitats and creating rich biodiversity zones through dense tree planting. This strategy delivers immediate climate benefits by capturing carbon while fostering long-term ecological health and resilience in degraded landscapes.

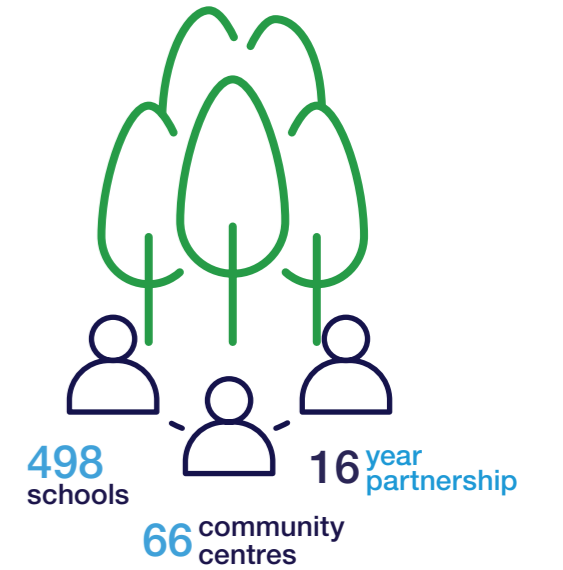
Beyond environmental restoration, the partnership actively involves communities through educational workshops and youth engagement initiatives. By integrating social development with environmental stewardship, the programme empowers local communities to participate in building greener, more sustainable futures.

This collaboration serves as a model for how business and NGO partnerships can drive scalable, lasting change. It prioritizes not only carbon reduction but also environmental education, community upliftment, and ongoing care of restored areas. Looking ahead, KMSA and FTFA are committed to expanding their efforts and inspiring wider adoption of nature-based solutions for climate action.

**Trees planted** +50 279  
2006-2020

**CO<sub>2</sub>** 9 665 tons  
+26 408  
2021-2025

**Community impact**



**KMSA CEO Marc Pillay:** "We're not just planting trees – we're planting hope, knowledge, and a greener future."