Omnia participates in Business Against Crime, a partnership between the private sector and government.

Contribution to WWF, the global environmental conservation organisation.

HIV/AIDS

While previous voluntary counselling and testing (VCT) programmes at the Group’s sites have indicated that the HIV/AIDS prevalence rate for employees is lower than the national average, we believe we have a responsibility to proactively manage the spread of the pandemic and for mitigating its impact – particularly in view of the fact that sub-Saharan Africa has the highest HIV/AIDS incidence in the world.

Our aim is to reduce the stigma of HIV/AIDS by promoting a culture of non-discrimination which ensures all employees are treated fairly and can operate with dignity. The Group’s proactive approach to preventing the spread of the disease includes:

- The provision of treatment against opportunistic diseases for all HIV-positive employees who are encouraged to seek antiretroviral treatment when necessary at state facilities or through their medical aid.
- Subsidised medical care for HIV-positive employees who are not on medical aid.
- VCT programmes at all operations.
- Education programmes in South Africa and other African operations run in conjunction with external health service providers.
- Freely available condoms in accessible areas at all the Group’s sites.

SAFETY AND HEALTH

Safety, health, environment and quality (SHEQ) management forms an integral part of Omnia’s day-to-day operations. The Group’s SHEQ policy was recently reviewed and signed by the Group managing director of Omnia and managing directors of the various business divisions.

Our integrated management system (IMS) is based on ISO 9001:2000 (quality management standard), ISO 14001:2004 (environmental management standard) and OHSAS 18001:1999 (occupational health and safety management standard). We are in the process of converting from OHSAS 18001:1999 to OHSAS 18001:2007 requirements. In the year under review, the integrated management solutions for all of the BME and Omnia Fertilizer sites were successfully certified by Bureau Veritas Certification (BVC). The roll out of the implementation of the IMS to all the facilities within Protea Chemicals is still in progress. The total number of external audits within the Omnia Group increased significantly as a result of the implementation of the IMS.

Growing yield, growing income

The Bethlehem Farmers’ Trust is a farming collective initiated by AFGRI and funded by the Industrial Development Corporation (IDC) and the Development Bank. The trust, which comprises nearly 100 emerging farmers, developed an open field into an apple farm. Each individual farms a hectare or two with 1 500 apple trees per hectare.

However, poor yields and fruit quality meant that the trust was experiencing difficulty in servicing loans and risked closure. A key quality problem was bitterpit, a physiological disorder in apples that develops during long-term storage and is related to low fruit calcium levels. Even one apple with bitterpit in an export carton can lead to high penalties or even rejection of the consignment.

Through the use of Nutriology®, the incidence of bitterpit was reduced from 34% to 3%, while the collective yield increased by 40%. The trust has grown from strength to strength and currently supplies both local and export markets.

Batswa ko pele – those that walk in front

“The companies in the partnership have gone out of their way to help the upcoming farmers.” – Andrew Nkosi, farmer.

It was found that emerging farmers in the North West province were struggling to derive income from maize and sunflowers. Omnia (fertilizer, knowledge and project management), Monsanto (seed) and ABSA (finance, insurance and marketing) formed a partnership to assist six farmers in becoming commercially successful. The lands planted ranged from 110 hectares to 300 hectares per farmer. With the intervention of the partnership, the farmers are looking forward to making their biggest profit to date.

The success of this initiative has meant that the same approach is now increasingly being rolled out all over South Africa in conjunction with many of the same role players.
In the period under review:

- A total of three fatal injuries (one employee and two contractors) regrettably occurred. Of these, two were transport-related incidents which occurred off-site, the other was an employee who died of natural causes while at work.

- The total number of Lost Time Injuries reported during the period under review increased to 55 compared with 30 in the prior reporting period. There appeared to be no specific trend driving the increase. Management is extremely concerned about the increase and is giving it the necessary attention.

**NUMBER OF LOST TIME INJURIES**

<table>
<thead>
<tr>
<th>Year</th>
<th>Injuries</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>10</td>
</tr>
<tr>
<td>2006</td>
<td>30</td>
</tr>
<tr>
<td>2007</td>
<td>50</td>
</tr>
<tr>
<td>2008</td>
<td>55</td>
</tr>
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</table>

**ENVIRONMENTAL PERFORMANCE**

**Overview**

Recognising that the industries in which we operate can have significant environmental impacts if not properly managed, we are committed to the conservation of natural resources and environmental stewardship throughout our operations. Both Omnia Fertilizer and BME have implemented environmental management systems based on ISO 14001:2004 requirements as part of an integrated SHEQ management system. The roll out to Protea Chemicals is still in progress.

Safety, Health, Environmental and Quality expenditure increased significantly from R13,14 million to R95,42 million in the year under review, due to the construction of the EcoGypsum™ and EnviNox plants.

Omnia is an active member of the Chemicals and Allied Industries Association (CAIA) and is a signatory to the association’s Responsible Care philosophy of which CAIA is the custodian in South Africa. This philosophy requires signatories to continually improve their compliance with Responsible Care management practice standards in the following areas:

- Management commitment
- Product stewardship
- Health and Safety
- Storage, distribution and transportation
- Community interaction
- Emergency response
- Pollution prevention and resource efficiency
- Process safety.

In line with Responsible Care requirements, BME and Omnia Fertilizer were audited by an independent external auditor to verify their compliance with Responsible Care management practice standards. The external verification of Protea Chemicals will be done during the implementation and certification of the IMS. Senior management annually establishes and reviews Responsible Care goals, objectives and targets.

Greenhouse gas (GHG) emissions released by an energy hungry world driven by economic progress and social development, are the focus of increasingly stringent environmental legislation and global efforts to find ways of reducing GHG emissions. In addition, there is pressure to reduce localised impacts on air quality, water and land. Responsible environmental management generally makes sound economic sense. Managing energy usage, for example, has obvious economic benefits.

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**Getting the green light**

Sasol Synfuels has a grading system in place in terms of which all service providers and contractors are graded into safety management risk categories, with red being the lowest, orange the next scale up, yellow the next and green the highest.

In January 2007, Protea Chemicals acquired Zetachem (see page 16 for further details). At the time of acquisition, Zetachem’s grading was orange (68%). Subsequently, in just over a month, the company succeeded in improving the grading score to 89%, achieving green status – equivalent to a five star NOSA grading.