



Relocation Africa™'s
commitment to
sustainable development
and future-fit business
practices

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Introduction

Relocation Africa's Sustainable Development Report 2024 marks the beginning of our journey in identifying and managing sustainability-related risks and opportunities. This report emphasises that sustainable development is not just about compliance but a key leadership priority ensuring long-term resilience.

As a global mobility business, we recognise the importance of carbon reduction and the essential role of talent movement in Africa's growth. Our commitment to the UN Sustainable Development Goals (SDGs) guides our actions as we seek innovative solutions to address climate challenges and social inequalities.

By balancing profitability with positive social and environmental impact, we strive to minimise our ecological footprint while maximising value for all stakeholders.

Join us on this journey toward a future fit business.

Sustainable Development Journey

Operational Efficiency:

- **Technology Integration:** Leveraging technology to enhance operational efficiency.
- **Resource Reduction:** Minimising paper use, unnecessary travel, and energy consumption.
- **Cost Savings:** Reducing operational costs through efficient resource management.

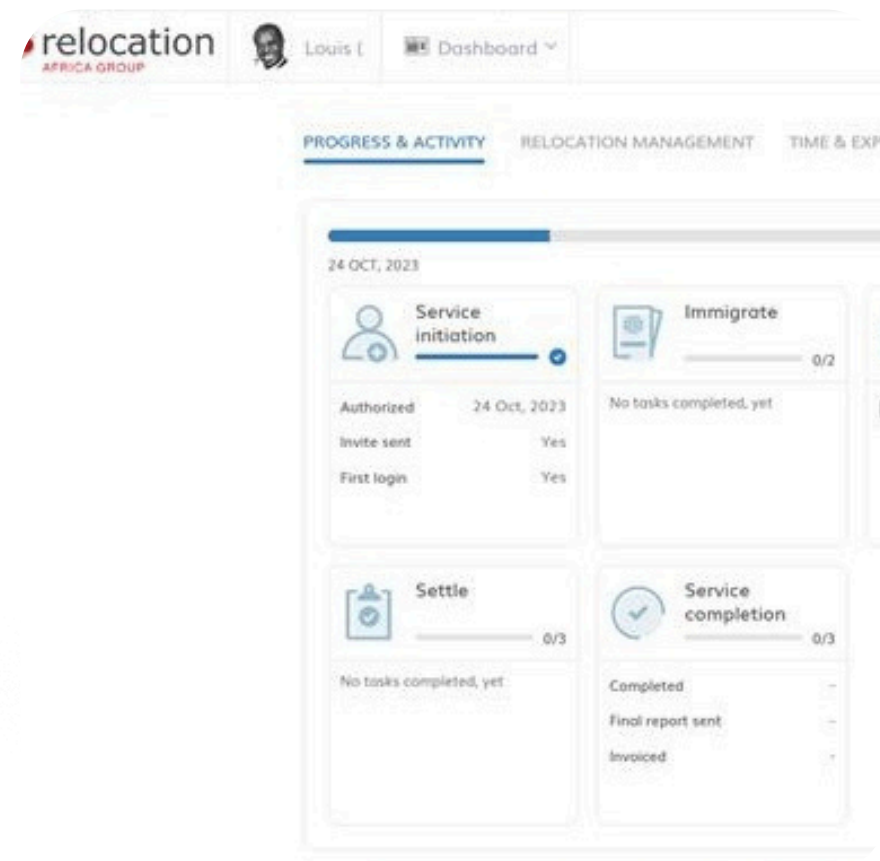


Cost Savings:

- **Paperless Operations:** Reducing paper use to save costs and minimise environmental impact.
- **Energy Efficiency:** Implementing energy-efficient practices to lower electricity consumption and costs.
- **Travel Reduction:** Reducing unnecessary travel to save costs and reduce carbon emissions.

Governance:

- **Risk Management:** Understanding and managing risks and legislation to maintain strong governance.
- **Ethical Practices:** Ensuring transparency, trust, and responsible business practices.
- **Stakeholder Engagement:** Strengthening collaboration with stakeholders to benefit both the business and the community.



Travel Reduction:

- Reducing unnecessary travel to save costs and reduce carbon emissions.

By embedding sustainability into every aspect of operations, Relocation Africa™ not only enhances efficiency and governance but also drives cost savings, allowing for reinvestment in innovative solutions and community collaboration.

Making the SDG Impact Visible



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Importance of Materiality Assessment

- **Targeted Efforts:** Ensures sustainability efforts are focused on key challenges and opportunities.
- **Strategic Alignment:** Aligns sustainability initiatives with the Sustainable Development Goals (SDGs).
- **Transparency and Trust:** Builds transparency and trust through data-driven decision-making.
- **Long-term Competitiveness:** Enhances compliance and long-term competitiveness.



Top Priority Areas Identified

- **Business Ethics, Anti-Bribery & Corruption:** Promoting ethical practices and preventing corruption.
- **Employee Well-being, Engagement, Hiring & Retention:** Fostering a supportive and engaging work environment.
- **Workplace Health & Safety:** Ensuring a safe and healthy workplace for all employees.
- **Regulatory Compliance:** Adhering to relevant laws and regulations.
- **Data Protection & Privacy:** Safeguarding personal and sensitive information.



Impact on Strategy

- **Driving Positive Change:** Embedding these priorities into the strategy strengthens Relocation Africa's role in fostering innovation and shaping a sustainable future.
- **Risk Mitigation:** Enables strategic decision-making and risk mitigation across the value chain.
- **Sustainable Impact:** Ensures sustainable impact through targeted and impactful initiatives.

Progress 2024

Our journey toward a robust and future-ready business is guided by data-driven strategies that enhance efficiency, cost-effectiveness, and shared stakeholder value. Through responsible environmental, social, and governance (ESG) practices, we continue to refine our sustainability approach, ensuring a living plan that evolves from foundational principles to specific commitments. (This is based off our priorities from our Materiality Assessment 2024).

Strategic priority	Stretch goal	Stretch target	Progress 2024
Business Ethics / Anti-Bribery/ Corruption (SDG 17)	Training and development of staff and consultants Responsible Sourcing	Develop video training modules with quizzes and tests to ensure continued education throughout the business. Review all suppliers to align to our compliance and governance targets	Target 100% achieved. This is a consistent program of development to our teams. Audit of all suppliers – audit process being designed and implemented
Employee Well-being / Engagement / Hiring & Retention (SDG 5)	Design a happiness survey quarterly, Performance appraisal question related to engagement. Mentorship Programs and Internship Programs	Develop a Happiness Poll to gauge employee satisfaction. All team members to complete an Enneagram assessment and receive relevant training with the team. Develop mentorship programs Develop internships for future generations	Employee Handbook with company policies. Upgraded Performance appraisal templates for employees to share anything that impacts mental health. Delivered Leadership Embodiment Program over 12 months
Workplace Health & Safety (SDG 8)	Education and drills on a regular cadence	Fire Drills and safety officer appointed	
Regulatory Compliance (SDG 11 and 12)	EuRA Quality Seal and/or ISO 9001 and ECOVADIS	Completed by April 2025. Ensuring alignment and consistent monitoring of both within the business practice.	Achieved Ecovadis submission.
Data Protection & Privacy (SDG 16)	Alignment and training	Continuous training for team twice a year.	



Corporate Social Responsibility

By focusing on these CSR initiatives, Relocation Africa™ aims to support and uplift the community, fostering a more equitable and sustainable future for all.



Key Actions:

- **SDG 4: Education:** Supporting organisations who educate and empower youth across Africa.
- **SDG 10: Reduced Inequalities:** Empowering women, youth, and marginalised groups through education, skills development, and mentorship opportunities.

Initiatives Supported in 2024:

- **Sisters Incorporated:** Protecting, supporting, and empowering women who are survivors of domestic violence and abuse.
- **Mandela Day:** Team dedicated 67 minutes each to create positive change in the community.
- **GOLD Youth:** Contributing to the education of 10 million youths across Africa through various volunteer initiatives.

Impact:

- **Community Engagement:** Demonstrating dedication to creating a workplace where every individual feels valued, supported, and empowered.
- **Broader Contributions:** Making meaningful contributions to the broader community and society at large through various initiatives aligned with SDG 4 and SDG 10.

Impact

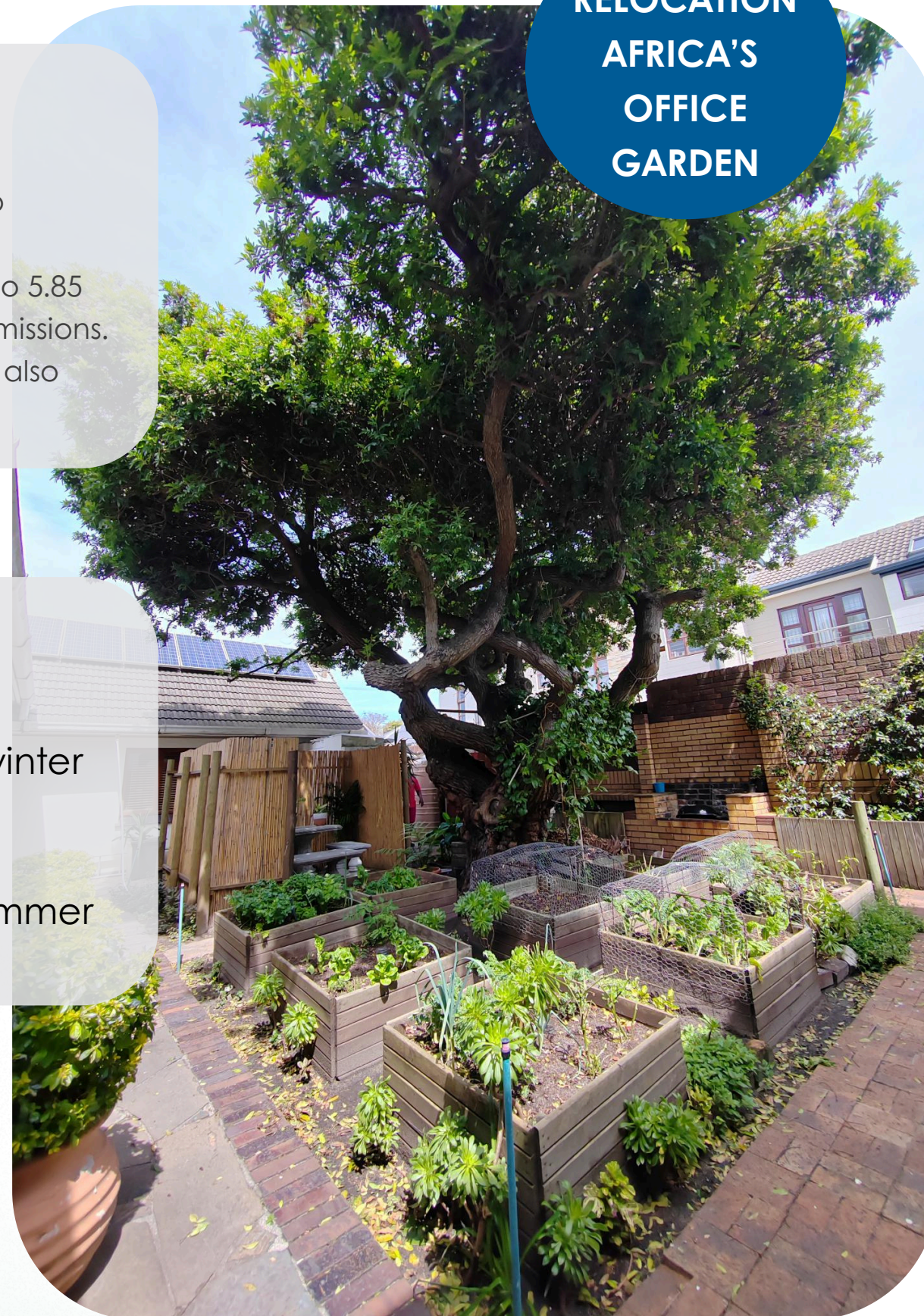
- **Zero Emissions:** Latest assessment confirms zero emissions for scope 1 and 2.
- **Scope 3 Emissions:** Reduced from 6.71 tonnes to 5.85 tonnes, with ongoing efforts to further reduce emissions.
- **Cost Savings:** Reducing environmental impact also lowers operational costs.

Solar Panels

50 % energy savings in winter

100 % energy savings in summer

RELOCATION AFRICA'S OFFICE GARDEN



Doing it for the planet - Environment

Reducing environmental impact and promoting sustainable living.

- **Solar Energy:** Solar panels provide up to 50% energy savings in winter and 100% in summer, with plans to contribute excess energy to the grid.
- **Rainwater Harvesting:** Rain tanks supply water for our edible garden, reducing reliance on municipal sources and promoting biodiversity.
- **Recycling and Waste Reduction:** A robust recycling program minimises landfill waste, and single-use plastics are being phased out in favor of reusable alternatives
- **Energy Efficiency:** LED lighting upgrades lower electricity consumption and carbon emissions.
- **Digital Transformation:** Transitioning to a paperless office reduces deforestation, energy use, and emissions
- **Sustainable Gardening:** Converting decorative gardens into herb and vegetable gardens provides fresh produce and enhances sustainability efforts.

Doing it for the planet - Initiatives Toward 2025

By focusing on these future initiatives, Relocation Africa™ aims to further reduce its environmental impact and promote sustainable practices within the organization and among stakeholders.

FOCUS	ACTION	IMPACT
Reducing scope 3 carbon emissions.	Implementing measures to offset carbon emissions from necessary business travel.	• Ensuring we remain a carbon-neutral business.
Scope 2 Focus on Lighting -Enhancing energy efficiency.	Replacing all light bulbs with LED and low-energy consumption alternatives	• Continued cost savings and reduced energy consumption
Stakeholder Communication - Educating stakeholders on environmental practices	Developing educational materials and shifting policies to influence change.	• Increased awareness and adoption of sustainable practices among stakeholders.

Key Performance Indicators

- KPI 1** Reduced carbon emission report
- KPI 2** Increased awareness training for all stakeholders

Doing it for the people - Social



By focusing on these social initiatives, Relocation Africa™ fosters a supportive and inclusive work environment while making meaningful contributions to the broader community.



Key Actions:

Diversity and Inclusivity: Ensuring equal opportunities and building a diverse team in terms of ethnicity, gender, leadership, and age.

Employee Well-being: Implementing wellness programs, flexible work arrangements, and a structured empowerment program based on the Enneagram framework.

Training and Development: Investing in wellness, skills, ESG, and empowerment training to support employee growth and consciousness.

Community Engagement: Participating in various CSR programs to support and uplift the community.



Impact:

Employee Engagement: Increased loyalty and tenure through a supportive work environment.

Diverse Team: 90% women in the team and leadership, with an age range of 26 to 71 years.

Volunteer Hours: Managing 587 hours of volunteering time per annum.

Future Initiatives: Developing structured internship policies, expanding work skills placement opportunities, and ongoing sustainable training.



Social Initiatives Toward 2025

By focusing on these future initiatives, Relocation Africa™ aims to enhance employee well-being, foster innovation, and support community development, ensuring a sustainable and inclusive work environment.

FOCUS	ACTION	IMPACT
Internship Policies - Equipping young talent with practical experience and mentorship.	Developing structured internship policies.	• Supports skills development, promotes innovation, and builds a future-ready talent pipeline
Work Skills Placement- Bridging the gap between education and employment.	Expanding work skills placement opportunities.	• Empowers individuals with practical experience, enhancing employability and supporting workforce development.
Sustainable Training Internally - Building long-term skills and supporting employee growth.	Ongoing internal sustainable training.	• Ensures knowledge retention, adaptability, and a more resilient and innovative workforce.

Key Performance Indicators

- KPI 1** Increase number of volunteer hours.
- KPI 2** Increase number of training hours per person.

Doing it Right - Governance

Ensuring ethical practices, strong governance, and compliance

Ethical Leadership

- Promoting integrity, competence, and accountability within the organisation.

Sustainability Focus

- Integrating environmental and social considerations into decision-making processes.

Stakeholder Inclusivity

- Engaging and responding to stakeholders' needs and concerns.

Corporate Citizenship

- Demonstrating active responsibility towards society and the environment.



Outcomes-Based Approach

- Focusing on ethics, performance, control, and legitimacy.

Transparency

- Providing clear and integrated ESG reporting

Board Composition

- Ensuring diversity, independence, and strategic oversight in leadership structures.

King IV™ Governance Highlights

- Ethical, Effective Leadership: Promotes responsibility and integrated thinking.
- Stakeholder Inclusivity: Encourages transparency and long-term value.
- Diverse Leadership: Advocates for skilled, accountable leadership.
- By following these principles, Relocation Africa™ builds trust, ensures compliance, and creates lasting value.

Governance Initiatives into the Future 2025

By focusing on these future initiatives, Relocation Africa™ aims to strengthen governance practices, ensure compliance, and build trust with stakeholders, driving long-term value creation.

FOCUS	ACTION	IMPACT
Refining CSRD - Aligning with the Corporate Sustainability Reporting Directive (CSRD).	Refining ESG metrics for more transparent, consistent, and impactful sustainability reporting.	• Meets evolving regulatory and stakeholder expectations.
Data Privacy and Protection - Strengthening data privacy and protection policies.	Implementing robust practices to safeguard personal and sensitive information.	• Supports compliance, builds trust, and ensures responsible data management.
Alignment to ISO 9001/EGQS- Enhancing quality management and operational consistency.	Aligning processes with ISO 9001 standards.	• Drives continuous improvement and ensures high-quality service delivery.

Key Performance Indicators

KPI 1 Number of consultants trained on anti-bribery and corruption

KPI 2 Zero breaches of data privacy and protection

Doing it for Growth - Prosperity and Partnership



Driving long-term prosperity, fostering innovation, and building strong partnerships.

Internal Motto: "202THRIVE" reflects our ambition to not only prosper but to grow exponentially.



Key Actions:

Long-term Prosperity: Investing in people to drive innovation, enhance efficiency, and create economic value.

Collaboration and Partnerships: Building strong relationships to deliver exceptional service across borders.

Resource Sharing: Ensuring timely, accurate knowledge delivery and investing in technology to enhance efficiency.

Capacity Building: Ongoing capacity building and skills development for our diverse consultant network.

Accountability and Transparency: Growing with integrity through coherent sustainability reporting.



Impact:

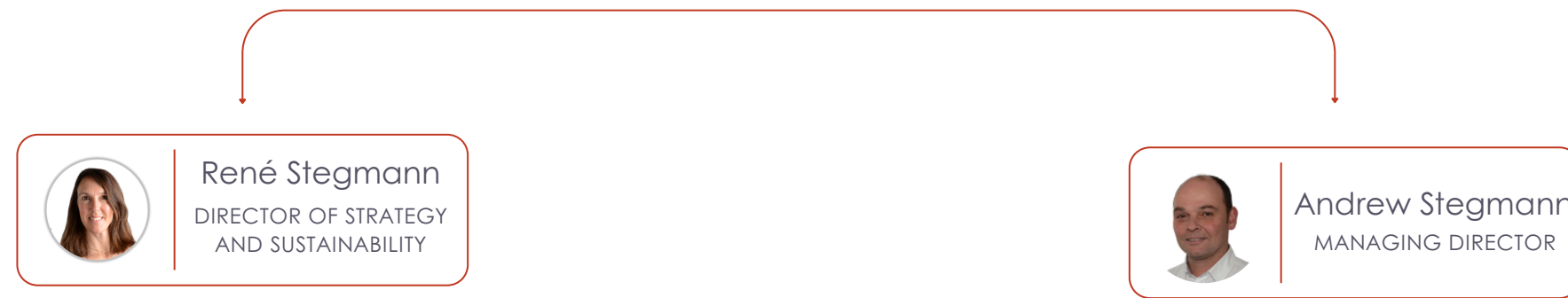
Economic Value: Creating economic value for stakeholders through continuous investment in people.

Innovation and Efficiency: Enhancing efficiency and fostering innovation through strong partnerships and resource sharing.

Positive Impact: Maximising positive impact through transparent and accountable growth practices.



Core Group Strategy



Team Sustainability



Extended Sustainability Group



Sustainable Development Team

Since the 2020 financial year, our sustainability efforts have become more structured. We are a small team, however, this structure was created for clearer task areas and responsibilities, which are intended to ensure that the topics are communicated to all areas of the business. The entire team is responsible for queries and concerns.



Our purpose and strategy

Purpose

- Relocation Africa™ aims to be a purpose-led and future-fit business, embedding sustainability into all operations. Our mission is to deliver exceptional, client-focused relocation services that support businesses seizing opportunities within Africa.

Strategy

- **Lead Global Mobility Solutions:** Providing comprehensive support for talent mobility to foster Africa's progress.
- **Sustainability at the Core:** Creating shared value through responsible environmental, social, and governance (ESG) practices.
- **Unlocking Socio-Economic Value:** Going beyond traditional ESG to benefit Africa and its people.



Strategic Priorities

- **Doing it Right:** Ensuring ethical practices and strong governance.
 - **Doing it for People:** Promoting employee well-being, diversity, and community engagement.
 - **Doing it for Planet:** Reducing environmental impact through innovative practices.
 - **Doing it for Growth:** Driving long-term prosperity and building strong partnerships.
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- By integrating sustainability into every aspect of our business, we strive to be a role model in the industry while contributing to Africa's long-term growth and resilience.

Overview of the four strategic priorities

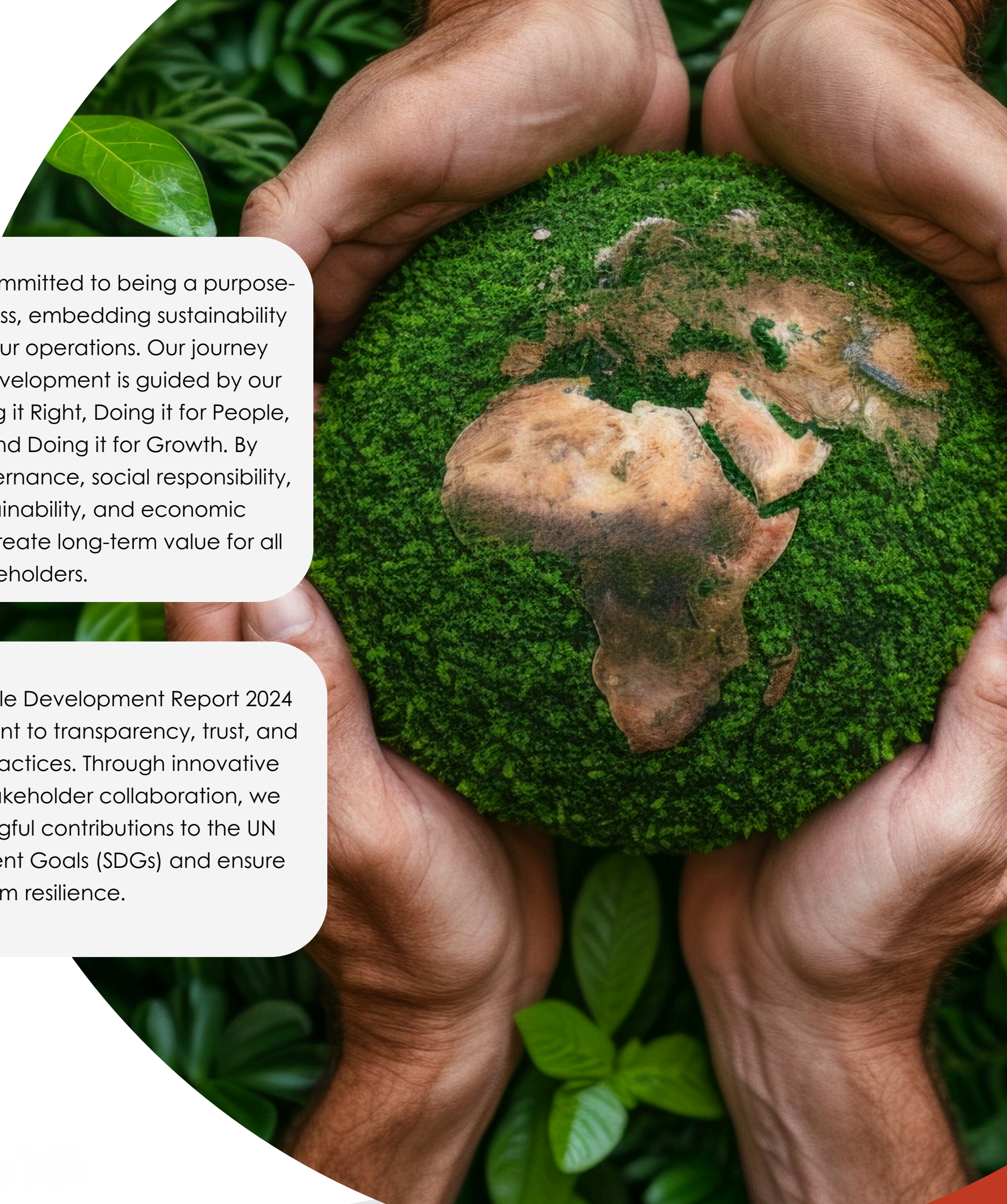
By focusing on these future initiatives, Relocation Africa™ aims to enhance employee well-being, foster innovation, and support community development, ensuring a sustainable and inclusive work environment.

FOCUS	ACTION	IMPACT
Doing it Right: Governance and ethical practices	Promoting business ethics, anti-bribery, and corruption measures. Ensuring regulatory compliance and data protection.	• Builds trust, transparency, and long-term competitiveness.
Doing it for People: Social responsibility and employee well-being.	Enhancing employee engagement, well-being, hiring, and retention. Promoting diversity, inclusivity, and community engagement	• Fosters a supportive work environment and strengthens community ties
Doing it for Planet: Environmental sustainability.	Reducing resource consumption, implementing solar energy, rainwater harvesting, recycling, and energy efficiency measures.	• Minimises environmental footprint and promotes sustainable living
Doing it for Growth: Economic prosperity and partnerships.	Investing in people, fostering innovation, enhancing efficiency, and building strong partnerships.	• Drives long-term prosperity, innovation, and economic value for stakeholders. • These strategic priorities guide Relocation Africa™ in balancing profitability with positive social and environmental impact, ensuring sustainable growth and resilience

Conclusion

As we continue this journey, we invite you to join us in driving positive change and shaping a more sustainable and equitable future. Together, we can make a difference.

“Tomorrow belongs to people who prepare for it today.” – African Proverb

A pair of hands is shown holding a globe made of green moss. A map of the African continent is placed on top of the moss globe, with the landmasses appearing as a lighter, brownish-orange color against the green moss. The background is a blurred green, suggesting foliage.

Relocation Africa™ is committed to being a purpose-led and future-fit business, embedding sustainability into every aspect of our operations. Our journey towards sustainable development is guided by our strategic priorities: Doing it Right, Doing it for People, Doing it for Planet, and Doing it for Growth. By focusing on ethical governance, social responsibility, environmental sustainability, and economic prosperity, we aim to create long-term value for all stakeholders.

Our inaugural Sustainable Development Report 2024 highlights our commitment to transparency, trust, and responsible business practices. Through innovative solutions and strong stakeholder collaboration, we strive to make meaningful contributions to the UN Sustainable Development Goals (SDGs) and ensure long-term resilience.

Keep in Touch with Us!

Thank you for being part of our journey towards a future-fit business and we look forward to staying connected with you.



www.relocationafrica.com



info@relocationafrica.com

