



Company Profile
2019/20



TABLE OF CONTENTS



Group Marketing
Myrna Brauns

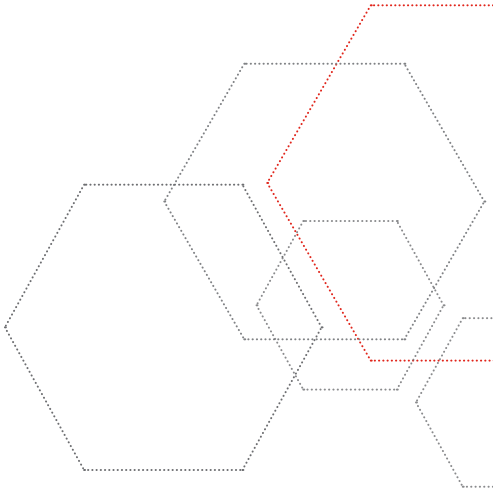
Technical Content
Product Management

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Legal Notice
All information is given to the best of our knowledge. All specifications are to be considered on-binding information. Any claim for damages of any kind is excluded. We reserve the right to change technical specifications without prior notice, provided that they ensure product improvement. The information presented is based on technical experience but does not guarantee a product's suitability for specific applications, and does not relieve the users of the responsibility to undertake their own testing, including where any third-party trademark rights are concerned.

This guide is prepared as at 25 March 2019 and supersedes all previous guides.

Introduction	04
ABOUT DUNLOP INDUSTRIAL AFRICA	06
Our Manufacturing Plants	08
Conveyor Belting Segment	10
Material Processing Segment	18
Industrial Hose Segment	20
Service Excellence	24
Training and Development	28
Why an Accredited Learnership?	32
Sustainable Business Practice	34



INTRODUCTION

State-of-the-art technology and pioneering innovations deliver a product that is customer centric, ensuring sustainability of our customers’ operation and in turn our organisation. Our international sales and service network offers a wide range of efficient services and maximum customer proximity.

Our products and service systems are tailored especially to the customers' needs providing economically efficient

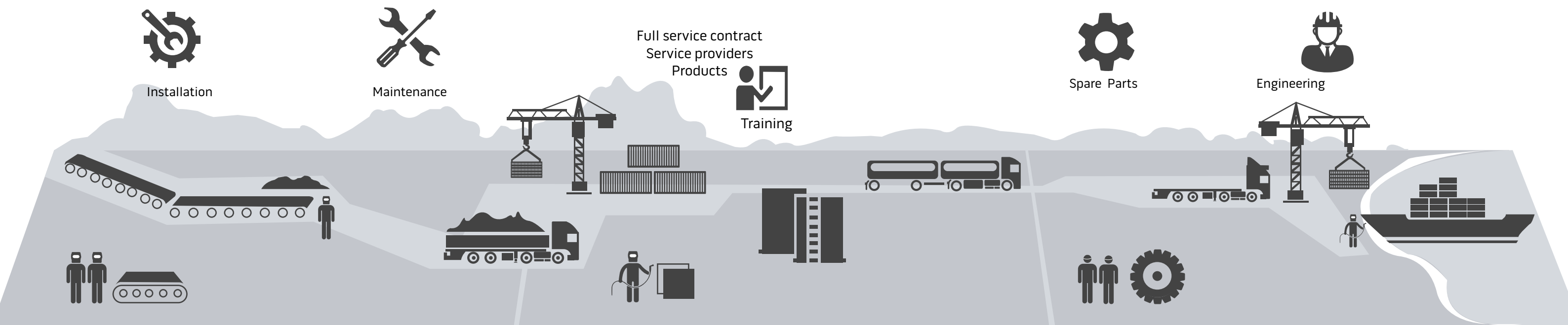
and technically proven solutions. Customers profit from a differentiated product range and optimum all-round customer care by our qualified specialists.

With a history dating back to the 1900s, in South Africa, we are fortunate to have obtained several industry-leading blue-chip customers who take advantage of the Company's expanding product offering. Gone are the days of simply supplying a

core product. Due to the quality of product the saving for the customer is far greater in the long term and this is what gives us a competitive edge.

In support of this vision to ultimately become an integrated solution provider, and with the understanding that our products are a life line to our customers operations, we continue to be active in our R&D division creating innovative solutions.

We now provide a more integrated customer centric solution. One of our breakthrough innovations, focusing on our customer needs to reduce downtime in their operations, has been the use of technology to create monitoring solutions, increasing transparency and efficiency of our maintenance offering.



Conveyor Belting

Our Conveyor Belting Portfolio of products and service systems are tailored to the customers’ needs providing economically efficient and technically proven solutions. Customers profit from a differentiated product range and optimum all-round customer care by our qualified specialists. State-of-the-art technology and pioneering innovations deliver a product that is customer centric, ensuring sustainability of our customers operation and in turn our organisation.

Industrial Hose

We are one of the largest manufacturers of hand built hose in South Africa and are recognized for our leading technology. In addition, we are proud of our unique facility to design and manufacture hose to exact customer specifications, con-forming to ISO 9001: 2008 approved quality standards. Our production facility is serviced with the materials, knowledge, and hose making equipment that enable us to custom design and fabricate hose for a wide range of industrial, agricultural, & mining applications.

ABOUT DUNLOP INDUSTRIAL AFRICA

A New Dawn for Rema Tip Top

As Rema Tip Top Holding South Africa (RTTH), wholly owned by Rema Tip Top AG in Germany and 100% shareholder of Dunlop Industrial Products (DIP), we have always been committed to transformation that opens the path to inclusive economic growth and development as well as the empowerment of previously disadvantaged South Africans.

The Rema Tip Top Group of companies in South Africa is focused on good corporate citizenship and sustainable development. Central to this is the desire to create economic stability and growth within South Africa. We are committed to corporate social responsibility and we support the government's transformation objectives, with BEE being a major pillar.

Economic transformation is something that RTTH recognised as critical to its growth and development many years ago. To make this transformation sustainable, we decided on a phased transformation strategy which started with our partnership with MS Investments (MSI) in 2013- resulting in the establishment of Dunlop Industrial Africa (DIA).

Encouraged by the year on year growth of DIA, we as RTTH and MSI took the decision to implement the second phase of the strategy, which involved developing the manufacturing capabilities of DIA.

This was achieved through a significant investment in existing manufacturing equipment with a further R 200 million investment in state-of-the-art manufacturing equipment planned for 2019/2020.

Stefan Flohr,
CEO Rema Tip Top Holding South Africa

The final phase of our transformation strategy has now been implemented. Effective August 2018 a decision was made to separate the manufacturing and sales markets in which DIA and DIP operate.

Dunlop Industrial Africa is now the exclusive manufacturing and sales entity for the South African market (including Botswana and Namibia) and Dunlop Industrial Products will focus on the rest of the African continent and international markets.

As Rema Tip Top, we are excited about the conclusion of our transformation plan and we are proud to be a 26% shareholder in Dunlop Industrial Africa – South Africa's largest Black owned conveyor belt and industrial hose manufacturer. A New Dawn for our group and a historical achievement for the South African conveyor manufacturing sector.

About Dunlop Industrial Africa

Dunlop Industrial Africa is South Africa's largest Black Owned (51% +) and part Black Woman Owned conveyor belt and industrial hose manufacturer. We are a Level 1 BBBEE contributor and all our conveyor belts are 100% locally manufactured at our two world class ISO accredited production facilities in Benoni (Gauteng) and Howick (KZN).

Dunlop Industrial Africa was established in 2013 as a joint venture between Rema Tip Top Holding South Africa (26%), wholly owned by German based Rema Tip Top AG (global leader in the design, manufacture and distribution of rubber-based products) and Black owned Investment company MS Investments (74%).

Across the two factories (Howick and Benoni) and in partnership with our sister company Dunlop Industrial Products, we have the capacity to manufacture in excess of 680 kilometers of conveyor belting per annum, making us the largest local manufacturer of conveyor belts on the continent.

In addition to conveyor belt manufacturing, our service and maintenance division has the largest service foot print in South Africa with 9 service branches nationally and over 30 on-site service units currently being phased in to cater for all conveyor service and maintenance requirements.

We are not your supplier- we are your partner and as an empowered, Black owned 100% local manufacturer, we do not merely talk about empowerment and local development- we live it and it's a part of the Dunlop Industrial Africa DNA.

Mbuso Thabethe,
CEO Dunlop Industrial Africa

We are cognizant of the responsibility our partners have to the development of the communities in which they operate and we pro-actively assist to achieve these objectives – our numerous, successful local development initiatives are a testimony to our aggressive and unwavering commitment to broad based empowerment and local economic development.

So why partner with us?

- Black Ownership
- Level 1 BBBEE
- 100% local manufacturing
- Aggressive and effective local development initiatives
- Unmatched production capacity
- Superior technical expertise and R&D
- Local to site service support
- The largest service footprint in the country...

That's Dunlop Industrial Africa.

OUR BENONI PLANT



Responsible For The Manufacture Of:

- Steel Cord, Solid Woven and Fabric conveyor Belts
- Lining material for Surface Protection

OUR HOWICK PLANT



Responsible For The Manufacture Of:

- Mixing of all raw materials
- Steel Cord and Fabric Conveyor Belts
- Wear Protection Sheeting
- Adhesives and Splicing Materials
- Industrial Hose
- Special Moulded Rubber Products
- Rubber Dams for water storage



// CONVEYOR BELTING

Our Conveyor Belting Portfolio of products and service systems are tailored to the customers' needs providing economically efficient and technically proven solutions.

Customers profit from a differentiated product range and optimum all-round customer care by our qualified specialists.

State-of-the-art technology and pioneering innovations deliver a product that is customer centric, ensuring sustainability of our customers operation and in turn our organisation.

CONVEYOR BELTING

Conveyor Belts

International standards

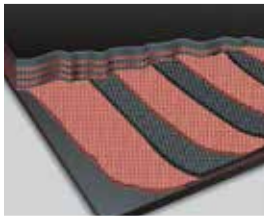
We manufacture innovative high-performance conveyor belts that fulfill established international standards. The headquarters of the company is located in Benoni (Gauteng), while the company has a second manufacturing facility in Howick, in the heart of KwaZulu Natal.

In this tradition-rich location, which was already known for its rubber production from 1919, rubber compounds for a wide range of industrial rubber goods are manufactured in addition to conveyor belts, such as industrial hoses, materials for mill cladding and other products for the material processing sector.

At the heart of the conveyor belting range are the 4 basic constructions that are manufactured by Dunlop. These are:

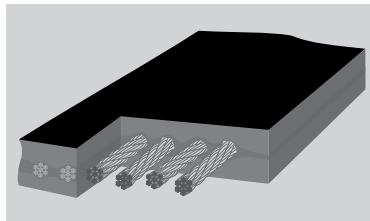
1. PowaPLY Multi-ply textile reinforced conveyor belting

Strength ratings from 200 kN/m through to 3150 kN/m. The carcass has a minimum of 2 plies and maximum of 6 plies with impact absorbing layers of resilient rubber between plies. Protection to the carcass is achieved by hard wearing rubber covers of variable thickness from 1 mm to 20 mm to suit the application. The WearTECH rubber covers are available in a wide range of compound formulations that meet even the most demanding specifications. This is a general purpose, versatile conveyor belt that is suited to conveying bulk materials of all types. It can be joined endless by familiar hot or cold vulcanising processes or by means of mechanical fasteners.



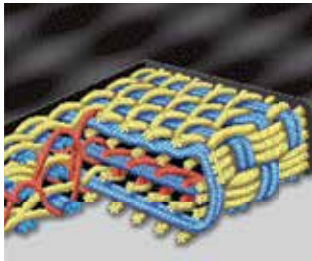
2. PowaCORD - Steel cord reinforced conveyor belting

Strength ratings from 500 kN/m through to 6300 kN/m. Protection to the cords is achieved by hard wearing rubber covers of variable thickness from 4 mm to 40 mm to suit the application. The rubber covers are also available in a wide range of compound formulations to enhance service life or provide special properties. This construction provides the highest possible strength with lowest elongation suited to conveying bulk materials of all types over extremely long distances. It can be joined endless by a hot vulcanising process. The proprietary splice designs provided by Dunlop aim to achieve a join strength greater than the belt itself and should last the lifetime of the belt.



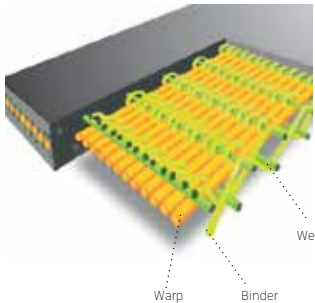
3. PowaSQL - Solid woven carcass conveyor belting

Strength ratings from 800 kN/m through to 3150 kN/m. Protection to the solid woven PVC impregnated carcass is achieved by hard wearing, fire retardant synthetic rubber covers of variable thickness from 1 mm to 6 mm to suit the application. PowaSQL conveyor belting meets the most stringent fire retardant standards. The construction has excellent rip and tear resistance. It is particularly suited to conveying coal in underground mines. The belt can be joined by hot finger splice process or by mechanical fasteners.



4. POWAMAX - Straight warp carcass conveyor belting

Strength ratings from 315 kN/m through to 800 kN/m in a single ply EpP (Polyester) carcass or from 1000 kN/m to 3500 kN/m in a single ply DpP (Aramid) carcass. Protection to the carcass is achieved by hard wearing rubber covers of variable thickness from 2 mm to 12 mm to suit the application. FlexTECH construction has extreme impact resistance and the lowest strength to mass ratio of any conveyor belting. It can be joined by hot vulcanised finger splice process or by mechanical fasteners. This is an extremely versatile construction suited to conveying all types of bulk materials over any distance. It performs extremely efficiently even in the worst possible conditions.



Details of these constructions and the range of covers available can be found in the Dunlop Conveyor Belting portfolio.



CONVEYOR BELTING



Tips For Optimising Conveyor Performance

Belt conveyors require regular inspection of condition of all components. The frequency of these inspections will change over the life of the system. Initially, while everything is new, less frequent inspections merely to confirm correct operation will be required. As the components age more frequent inspection will be required. Using a standardised check list helps ensure that every component is properly monitored.

The check list should include checks of free rotation of all the idler rollers, unhindered movement of the belt under all conditions of loading and free flowing loading and discharge of the material without spillage. Further-more the correct adjustment and state of wear of scrapers, ploughs and skirt seals must be checked regularly. At the beginning of each

operating shift an experienced operative must carry out the inspection of the conveyor system and while doing so verify that all is in order by completing a check list.

The check list used at every inspection should be retained so that a history of component performance can be established.

Trends stemming from the inspection history will dictate future inspection frequency.

A strict maintenance regime linked to the conveyor inspection is required. The conveyor belt condition is a very good indicator of the health of the conveyor system. In particular sudden changes to the belt condition require immediate investigation into the cause.

Poor or incorrect design, poor quality of the belt, poor quality splices, lack of maintenance on the conveyors and lack of accurate sizing of material and typically failing to pay attention to the conveyor are typically the most likely causes of conveyor belt failures.

Be Reasonable!

Look after the equipment, or outsource to an organisation able to provide expert maintenance and management services. Note that no conveyor belt will just break, as there are safety factors built into the designs. Typically these machines will provide adequate warning before failing.

Spilled material, particularly large lumps of material that are carried back into pulleys are a major cause for concern. Spilled material accumulates on and/or below the conveyor structure and if this is not rectified the belt will eventually slide continuously over the material causing cuts, gouges and rips in the belt.

Lumps of material passing around a pulley, trapped between the belt and pulley face puncture the rubber cover or fracture the carcass. Material spillage is often a cause of misalignment of the belt that can result in damage to the belt edges.

We have developed systems to continuously and automatically monitor belt condition. These include rip detection systems, belt thickness monitoring, splice condition monitoring and belt tracking monitors.

We have teams of experienced conveyor inspectors that are used to identify root cause of conveyor system malfunction, identify risks to continuous operation and check condition of all components. These teams provide fast feedback on system condition with a prioritised listing of corrective action to maintain uninterrupted operation of each conveyor. The common goal that a partnership with the operation aims to achieve is 100% conveyor availability since this represents least amount of downtime and maximises production potential.

Our offering is to make a team available to the mines to review their conveyors and identify issues, and then maintain on behalf of the mines, increasing the life of their belts and minimising operational risk. Our goal is to maximise predictive maintenance, which will lead to preventative maintenance, thereby minimising the requirement for reactive maintenance. We are able to provide a seamless, reliable, professional service, from ordering the belt to commissioning and operation of a conveyor system, including reliable splicing, after sales service, maintenance and management of conveyor systems.



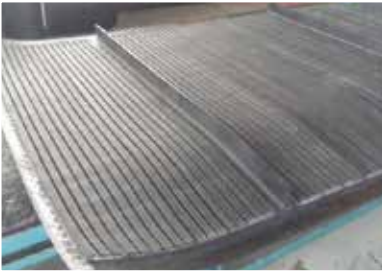


Energy Saving Product

Belt conveyor systems are very efficient machines. But this does not mean that efficiencies cannot be improved. Energy usage can be reduced by making use of the latest technology in conveyor belt design, namely aramid reinforced straight warp construction conveyor belting. This product which Dunlop have introduced into the range under the name **Powamax**, allows the user to select a conveyor belt of the same strength that is considerably lighter than a steel cord reinforced counterpart. Due to its reduced mass it is easier to transport, easier to install and the conveyor power demand will reduce.

Should one be able to reduce belt mass by say 5 kg/m, over a conveyor 1000 m long, the total reduction in mass that has to be turned by the conveyor is 10 tons. Not only will this save power, but will reduce the required belt class, resulting in significant OPEX savings.

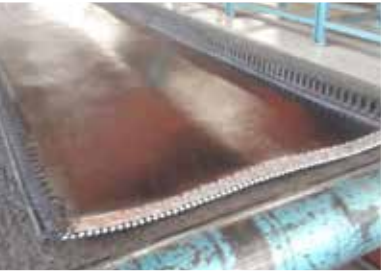
Belt conveyors are the most energy efficient means of moving materials. Proper free-running of the system ensure that energy consumption is as low as possible. Product enhancements that reduce already low resistances receive high priority at Dunlop. Such enhancements as reduction of belt mass through use of high strength low mass reinforcement, and low rolling resistance rubber formulations that also have high wear life.



Magnet Belts



Chevron Belts



Volumetric Feeder Belt



// MATERIAL PROCESSING

DUNLOP INDUSTRIAL AFRICA specialises in the consistent optimization of production plant operational readiness.

In approximately 50 years of research and development work, we continuously improve production and application possibilities in cooperation with our customers.

INDUSTRIAL HOSE



Industrial Hose

The competitive advantage of the Industrial Hose segment within Dunlop Industrial Africa is our customer centric approach to business due to the technical expertise we possess. The combination of years of technical expertise and specialist industry knowledge gives us a unique ability to conceptualise a solution for your plant that will exceed your expectations.

We have a proven track record with both established and new customers in the mining industry and have achieved great success in other industries such as agriculture, cement, railroad and dredge mining.

Some of our customers are Rio Tinto, De Beers, AngloGold Ashanti, Anglo Plats, Glencore, Kenmare Moma Sands, Corflex, BHP Billiton, Metso, Sibanye and Harmony Gold.

In addition to our tailor-made Hose for specialist applications, we have our standard range of Hand Built Materials Handling Hose. Dunlop Industrial Africa has the capability to design and manufacture Industrial Hose to the unique needs and specifications of your plant and Industry.

Our production facility is serviced with the materials, knowledge, and hose making equipment that enable Dunlop Industrial Hose to custom design and fabricate hose for a wide range of industrial, agricultural, & mining applications.

Materials Include:

- The use of a range of high tensile textile cord-fabrics & Ultra high tensile steel-corded fabrics
- Widest possible range of integrally built-in couplings designed to meet the needs of specific applications.
- Rubber engineering with a range of elastomers that can be compounded to customers exacting specifications.

INDUSTRIAL HOSE

Tailor Made Hoses for Specialist Applications

- Dredge Suction & Delivery Hose
- Ceramic Lined Hose and Bends
- Pinch Valves
- Concentric / Escentric Reducers
- Customised Fabrications
- Furnace Coolant Hoses
- Bunkering Hose
- Backfill Cementation Hose
- Fuel and Oil Handling Hose
- Oxygen Lancing Hose
- Gripon Couplings



- Inner Liner:**
- The Liner forms the basis of any hose.
 - It is a impermeable barrier with many possible characteristics.
 - These characteristics are determined by the end use of the actual hose.
 - The choice of the material is based on the possible physical, chemical and thermal influences on the liner.
- Steel Reinforcement:**
- The Steel Wire Helix is a reinforcement which imparts added strength or suction ability to the hose.
- Textile Reinforcement:**
- The Textile Reinforcement imparts the required string stroke pressure capabilities of the hose.
 - The final strength of the hose is determined by the requirements of the working application.
 - The textile reinforcement can be braided, knitted, wound or weaved.
- Cover:**
- The Cover is mainly a protective layer to withstand weathering and abrasion depending on use.



// SERVICE EXCELLENCE

Our customers have for decades relied on individual all-in care and support by our highly-qualified specialists.

Outstanding quality that conforms to the highest safety requirements, materials specifically selected for a long lifetime that we manufacture ourselves, and insuring that installation is done with the greatest care and craftsmanship precision. We offer quick, flexible solutions for any market requirements.

Outstanding quality and greatest care

Proximity to the customer is our watchword, so while our teams manage projects internationally, we implement them locally. This dissemination of product and service know-how across the globe ensures maintenance of the same high REMA TIP TOP quality level – in over 170 countries.

24 Hours a day, seven days a week

As a conceptually strong and successful partner, we stand by our customers with a 24/7 service mentality that concentrates on their needs and requirements.

Tailor-made solutions

We combine individually matched-up ready-to-fit products with first class service. In collaboration with our customers we develop concepts that not only keep their plant or specialist operation running, but also save on resources in the long term. Your trusted local partner will be pleased to provide further information.

We're at your service for further consultation and conceptual solutions at all times – because your success is of the highest importance to us. We specialize in ensuring that your industrial systems are always ready and operating to their maximum. This means longer service life, reduced downtime, optimized operational safety, increased production capacity and higher profits.

Installation / Projects

At your side all over the world

Our global sales and service network allows customized service solutions to be provided anywhere and everywhere. Right from the first project plans through to capable application and strict quality control and on to downstream maintenance and upkeep tasks, you can rely on the know-how and experience of our specialists wherever you are in the world.

Projects of any size

Through our association with the global Rema Group, we possess the capacity to realize projects of any size. From the initial inspection through to the creation of complex project plans, from the organization of the equipment through to the construction of the local infrastructure and building site management – you can depend on DUNLOP INDUSTRIAL AFRICA.



Further Education / Training

Comprehensive training measures

Employees who can identify (threatening) technical problems and know what to do about these are the best form of insurance for the trouble-free and productive operation of your plant.

Easy-to-understand manuals

We offer comprehensive training measures as well as continuously running training courses in our Training Centres or on-site at your facilities. Last, but certainly not least, we provide your staff exact and easy-to-understand installation manuals.

Maintenance / Upkeep

Optimal use of resources

We help you to utilize new maintenance and upkeep methods that focus on plant availability. The goal of this approach is a change from passive to active downtime management, i.e. ensuring successful long-term planning while utilizing resources in an optimal manner. In this respect, upkeep must be regarded as an investment, not as a cost factor.

Comprehensive after-sales service

Renowned plant operators – from gravel millers to steel concerns, from energy companies to the chemical industry – place their trust in our service operation. Customers also particularly appreciate our comprehensive and intensive aftersales service.

WHAT IS TRAINING AND DEVELOPMENT?



What is Training and Development?

Training is an activity that helps the employee to better perform in their roles by teaching them new skills and refining their thought processes. Training and development may consist of learnerships, skills courses, on-the-job training, mentorship and coaching.

The development of management and employees is a more long-term activity that broadens the mindset of an employee, equipping them with additional information and a new perspective on a topic or discipline, helping them to be more strategic in their execution. Development expands knowledge and pushes people beyond their present mindset and broadens their way of thinking.

Good people want to advance. Good people naturally want to improve themselves and want to keep learning. They want to continuously develop their knowledge and skills and become more valuable to their organization. Such people appreciate it when their employer supports them in this.

Managers should take a real personal interest in developing their direct reports. When organizations invest considerable effort in the development of their employees, this supports their desire to advance, which is often appreciated and builds loyalty within the organization.

Training and development increases the competence of employees. The quality of a strategy and its execution depends on the quality of the people who implement it. The quality of employees can be improved by educating them. Training and development allows employees to execute their tasks in a more professional and skillful way.

Implementing a new strategy often requires a different way of thinking, a creative, resourceful mindset, which can be taught through mentorship and by training employees.

Training and developing employees supports cultural change and plays an important role when a new strategy requires cultural changes to the organisation. Training courses must be held to educate employees about the new organizational culture, such as practices, codes of conduct, and values.

Training and development helps retain talent. Young managers and professionals often place great value on formal development such as training, mentoring and coaching.

During the development of a strategy it is crucial to assess whether the organization has the people with right skills and competencies to achieve the strategy. To be successful, and implement the strategy, an organization must link its educational efforts to its strategic requirements

Many top achievers don't receive the career development support they want. While they generally receive on the job development opportunities such as high visibility positions and considerable increases in responsibility, they don't get the formal development they desire and value highly.



WHY AN ACCREDITED LEARNERSHIP?



The Purpose

The purpose of an Accredited Learnership is to develop the appropriate skills and knowledge required by a person for the field that they are working in at a particular standard determined by the South African Qualifications Authority. Learners enrolled in accredited qualifications will be equipped with a variety of technical, business managerial and personal skills to help them succeed in the business world.

An accredited learnership is a work-based route to a qualification. It is a workplace education and training programme comprising of both structured practical workplace (on-the-job) experience and structured theoretical training. The duration of a learnership is approximately twelve months, and results in a full national qualification.

The Concept of 'Competence'

Competence is the ability to perform whole work roles, to the standards expected in employment, in a real working environment.

There are three levels of competence:

- Foundational competence: an understanding of what you do and why.
- Practical competence: the ability to perform a set of tasks in an authentic context.
- Reflexive competence: the ability to adapt to changed circumstances appropriately and responsibly, and to explain the reason behind the action.

ACCREDITED COURSES OFFERED AT OUR TRAINING FOUNDATION

MerSETA Accredited Learnerships

1. **FET National Certificate:** Industrial Rubber Manufacturing (Unit Standard 23259) NQF L4
2. **FET National Certificate:** Production Technology (Unit Standard 58779) NQF L4
3. **FET National Certificate:** Production Technology (Unit Standard 58785) NQF L3
4. **FET National Certificate:** Production Technology (Unit Standard 58781) NQF L2

Service Seta Accredited Learnerships

1. **FET National Certificate:** Generic Management (Unit Standard: 57712 - 58344) NQF L4
2. **FET National Certificate:** Generic Management (Unit Standard: 57712 - 74630) NQF L4
3. **FET National Certificate:** Labor Relations Practice (Unit Standard: 74570) NQF L6
4. **FET National Certificate:** Business Administration Services (Unit Standard: 23833) NQF L2
5. **FET National Certificate:** New Venture Creation (Unit Standard: 66249) NQF L4
6. **FET National Certificate:** Marketing (Unit Standard: 67464) NQF L4

Accredited Skills Programs

- | | |
|---|--|
| 1. Health and Safety Skills-SP0948 | 9. Remove and Replace Off-the-Road (OTR) Wheels and Tyres - NLRD: 256176 |
| 2. Production Coordinating Skills-SP0888/15-17 | 10. Prepare Casings for Retreading - NLRD: 256175 |
| 3. Project Budget Supervisory-SP 0886/14-17 | 11. Assistant Metal Joiner –SP 0952/15-17 |
| 4. Stock Counting -SP 0905/14-17 | 12. Logistics and Planning phase 3- SP0887/14-17 |
| 5. Working in a Team-SP 0879/ 14-17 | 13. Logistics and Planning phase 4- SP0880/14-17 |
| 6. Understanding Of Quality Indicators In Manufacturing-SP 0878/14-17 | 14. Logistics Operation Skills- SP0849/13-17 |
| 7. Production Quality Assurance -SP 0889/14-17 | 15. Production Operator- SP 0947/15-17 |
| 8. Repair Off-the-Road (OTR) Tyres (One and Two Stage) - NLRD: 256179 | 16. Routine Maintenance Using Tools and Equipment- SP0904/14-17 |
| | 17. Vehicle Assembly Component Management- SP0712/12-17 |
| | 18. Conveyor Maintenance and Splicing |



SUSTAINABLE BUSINESS PRACTICE



Sustainable Business Practice

We are committed to principled business conduct and operating in a responsible manner, minimizing the impact on the environment and ensuring the wellbeing of our customers, employees and the communities we operate in. We believe that an integrated and transparent approach to governance, ethics, risk and compliance, strengthen our values and promote our objectives as a responsible business.

In a practical extension of our commitment, we empower our people at all levels of the organization, developing leadership capabilities and the relevant skills in order to shape the company's successful future.

The impetus for our Corporate Social Investment originates largely from our desire to be a contributor to the solution in South Africa by stimulating the economy through various initiatives. We are focused on good corporate citizenship and

empowerment and central to this is the desire to be a part of creating economic stability and growth within South Africa. Our current initiatives in this division focus on job creation and the empowerment and transfer of skills to young entrepreneurs (SMME's) and interns.

We support the South African government's transformation objectives and are committed to the implementation of B-BBEE. We have taken proactive steps to ensure that we adopt and implement an achievable B-BBEE strategy that contributes to the sustainability of our business. Through a diligent and disciplined approach, we have been able to secure a Level 3 rating in the Dunlop Group and a level 4 rating in the Rema Tip Top Group of Companies which is a value add for all customers conducting business with us within the borders of South Africa.

Our drive is to find the right people who compliment the culture of the organisation and who support and uphold our values. One of the key success factors of our business are 'OUR PEOPLE – highly skilled and engaged'. In striving towards, and living out mutually agreed values, we are committed to actively developing all employees in the Company. We have defined ourselves as a learning organisation and continue to build and retain a workforce of knowledgeable workers. Through our 'Brand Academy' an initiative of our Training Foundation, we ensure the upskill of all employees and strategic partners of our group of companies.





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