



MANAGEMENT REVIEW MEETING MINUTES

Document No: ESD 005 A

DATE:

9 December 2025

TIME :

11:00

PRESENT:

Rodeny

Juniad

Faheem

Leroy

APOLOGIES:

1.Shabbir

2.Ak

AGENDA

1. Effectiveness of the EMS (review of policy, aspects and impacts)
2. Legal Requirements.
3. Results of EMS system audits.
4. Results of consultation and participation.
5. Communication from external interested parties.
6. The performance of the EMS and RTMS.
7. The extent to which objectives and targets have been met.
8. Status of incident investigation, corrective and preventive actions.
9. Follow-up actions from previous management reviews.
10. Recommendations for improvement.
11. General



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A Management Review of the EMS was conducted, and the following report reflects the results: -

Minutes of Meeting	Responsibility		Target Date
1. Effectiveness of the EMS (review of policy, aspects and impacts) The Environmental Policy, EMS scope, and aspects & impacts register were reviewed. The EMS remains suitable, adequate, and effective.	Leroy		Done
2. Review of Legal requirements A legal compliance audit has been performed by an external entity. It was found that fuel storage is in breach of legislation and requires a permit for the quantity stored on site.	Leroy		Ongoing
Review of other requirements Toyota and Transnet requirements. Toyota and Transnet have not requested or imposed any other special requirements except those on the contracts/ agreement documents	AK		Done
3. Review results of EMS audits Internal EMS audits were conducted. All identified nonconformances were reviewed and corrective actions implemented.	Leroy		Ongoing
4. Results of consultation and participation Where required, records are maintained for employee/ employer communication, consultation and participation	Leroy / Rodney		Done
5. Review Communication from external and interested parties All communications have been adequately addressed and resolved.	AK, Chris, Shabbir		Ongoing
6. Review of the performance of the EMS Key EMS performance indicators were reviewed. Trends showed mixed performance in areas such as C02 emissions, fuel consumption, and spills. Updated KPIs will be formalized in Q1 2026.	Leroy /AK		1 st Quarter 2026



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7. Review of the extent to which objectives and targets have been met

During 2025, the fleet increased from 81 to 89 vehicles, resulting in significantly higher transport activity. Vehicle utilization improved, with kilometers travelled per vehicle increasing by approximately 27%. However, when normalized for distance travelled, CO₂ emissions per kilometer increased from 0.932 kg/km in 2024 to 0.968 kg/km in 2025. This indicates a reduction in emission efficiency despite improved utilization and fleet growth. Contributing factors may include vehicle mix, load factors, routing efficiency, maintenance condition, or driving behavior.

Environmental objectives will be updated with measurable targets during Q1 2026, focusing on fuel efficiency and emissions reduction.

Leroy/AK

1st Quarter 2026**8. Review the status of corrective and preventive actions**

All reported incidents have been suitably addressed. All non-conformances that were raised have been closed-off.

Leroy, AK, Rodney

Ongoing

9. Review of follow-up actions from previous EMS management review

No significant actions required follow-up.

Leroy

Ongoing

10. Recommendations for improvement

Improved training, housekeeping, emergency preparedness, and monitoring of fuel storage compliance were identified as priorities.

Increase in fuel consumption to be analyzed and action plan to reduce fuel consumption to be put into place.

Leroy

Ongoing

1st quarter 2026**11. General**

Management is quite pleased with the IMS implementations, as more value has been, and is being added to the company.

AK, Shabbir

Leroy
Accepted By

Compliance officer
Designation