Sustainability Tab

* The Titan Emporium and Sustainability

We believe in a focused and dedicated approach to sustainability. We believe in creating shared value for the communities in which we operate.

This concept spurs us on to evaluate the way our business uses, transforms, renews and creates resources. We exist to better the lives of South African families and empower our communities and its citizens and more importantly our youth.

We don’t advocate or pursue a narrow approach to value creation, rather we aim to do well by doing good. We believe our prosperity is tied to the progress of those around us. We are committed to a shared value approach, creating sustainable success.

* **Our People**

The Titan Emporium’s key asset is the capacities and skills of its employees. Employees are central to the implementation and success of our vision and strategy. We aspire to creating an organisation of the future where we deliver employee value by engaging the hearts and minds of all employees so that they come to work with a sense of purpose and leave with a sense of Accomplishment

Our people strategy supports the business model in delivering the Employee Value Proposition articulated in our people statement and strategic intent.

Our strategic intent is to build an organisation that adds value to employees as our success is based on inspired, aligned, empowered, results-driven, competitive, passionate people who create value through strategic innovation and continuous improvement

* **Society**

The Titan Emporium strives to be responsive to the needs of the communities in which it does business. Corporate Social Investment is viewed as an investment in the future, in the group’s people their various communities, and in the environmental sustainability of the planet.

The aim to address the key causes of social challenges such as underdevelopment, hunger, poverty and limited economic participation. Through its partnerships, the Group is involved in various community projects in education, environment and food security.

We are committed to allocating a minimum of 1% of our net profits after tax to CSI, a long-term approach which we believe represents international best practice on the part of companies which manage their businesses and their externalities, such as their impacts on the environment, in an ethical and responsible manner.

* **Safety**

At The Titan Emporium we are committed to our mission of delivering safe, profitable projects and services. Our aim is to proactively reduce the frequency and severity of injuries. In addition to complying with safety regulations and entrenching the necessary systems, we also promote individual responsibility for safety throughout the organization

* **Environmental**

The Group’s environmental focus is centred on improving our environmental systems as well as proactively searching for environmentally sensitive methods of carrying out all aspects of our business. The conservation of natural resources is one of the key drivers in our decision making process while also providing opportunities for business growth. In order to fulfil these objectives The Titan Emporium is:

* Continuously identifying and assessing environmental hazards with a view to implementing measures to mitigate or control
* Improving systems and training programmes to increase individual awareness levels of environmental issues, responsibilities and accountabilities
* Identifying business opportunities within the environmental space.
* Establishing a waste recycling station to promote recycling
* Promoting the use of green products
* Sourcing environmentally friendly products or companies committed to environmental sustainability, where possible, in partnership with the procurement department.

To obtain the best results possible throughout the group the “green committee” was established. Members from each business unit provide contributions on focus areas such as:

* Implementation of the group’s integrated environmental strategy
* Roll-out of new electronic environmental system where and when necessary
* Implementing world best practice procedures and keeping up to date with current technology and trends
* Raising awareness through the group
* Implementing energy-saving and conservation programmes as well as driving our Carbon Disclosure Project and carbon footprint reduction initiatives.
* **Transformation**

The Titan Emporium recognises the importance of Broad-based Black Economic Empowerment and fully support the principles of transformation.

Our Transformation Plans are progressive with a geared management focus on improving the numerical goals and targets for under- represented demographics,

Our aim is to develop an effective leadership and empower people so that they will continue to have the perspective, energy and related skills to build and strengthen relationships with our customers and our other stakeholders.

The Group currently has a level 1 BEE Contributor

Risk Management

The Titan Emporium (Pty) Ltd understands that risk management is an essential element of good business governance and an integral part of sound management practice. Risk is inherent in all business activities, and the objective of our risk management processes is not to eliminate risk, but to provide the structural means to identify, prioritise and manage this risk. By embedding risk management in company business processes in an explicit, practical way, a formal means for managing the risks associated with our operating environment is created.

* **Governance**

**The Titan Emporium subscribes to the principles of good governance and complies with all relevant laws and regulations.**

Authority, responsibility and accountability for the group’s ethics, performance and sustainability is held at Exco level, which the board formally delegates to the Director and in turn to his direct reports and sequentially throughout the organisation.

The leaders of The Titan are mindful that entrepreneurial creativity and responsiveness is a competitive advantage and every effort is made to integrate governance processes in the least bureaucratic way possible.