

# SOUTH AFRICA SUSTAINABILITY REPORT 2023



**GLOBELEQ**  
POWERING AFRICA'S GROWTH

**Zero**

reportable safety incidents across our South African operations

**7.9/10**

employee engagement score (an increase from 7.6/10 in 2022)

**31.9m**

ZAR invested in enterprise and socio-economic development, such as education, health and climate resilience

**78%**

of our 103 interns over the last 10 years have found jobs in the industry, 19 with us, or continued their studies

## We are supporting renewable power in South Africa and across the continent.

2023 was the worst year of loadshedding on record in South Africa with 335 days affected. We are well positioned to support the development of further power capacity to help combat the country's ongoing energy crisis and support the Government's climate goals.

We maintained outstanding operational performance at our six solar plants and two wind farms, and there were zero reportable safety incidents. By refinancing our Aries and Konkoonsies assets, we have reduced wholesale electricity prices for consumers and released funds to reinvest in new projects and distribute to community shareholders. We also acquired eight greenfield sites for potential new renewable projects.

Our highly skilled teams are drawing on their experience with renewables in South Africa to support Globeleq's transformative wind, solar and energy storage projects in other African countries. We emphasised our wider role in the African energy sector at an industry event we hosted in Cape Town for the British High Commissioner and key stakeholders.

**Dhesen Moodley**  
Managing Director,  
Globeleq South Africa  
Management Services



Our Jeffreys Bay Wind Farm was honoured by the South Africa Wind Energy Association for innovative stewardship efforts to protect endangered bird species like the black harrier (pictured), including observer-led shutdowns that allow birds to pass safely.

## Developing women leaders in our industry

We continued our strong support for women in our business, enrolling five employees in the inaugural Management Development Programme for Women in Renewable Energy at Wits Business School. The 10-month programme, which we helped develop, aims to equip female professionals from across the energy sector with key skills to advance their careers and reach senior leadership positions. Courses include self-development, organisational business models, strategy and people management.





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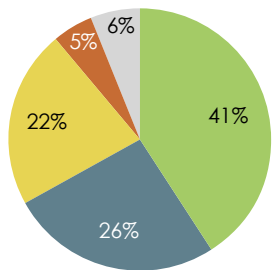
## Performance overview 2023

We achieved zero reportable safety incidents for the third consecutive year. Following rigorous external audits, we have achieved certification for the first time to ISO 45001 for health and safety management and ISO 14001 for environmental management across our South African operations.

Employee engagement improved, and we continued to develop diverse talent by investing in staff training and offering internships to eight local young people (including six women).

We invest 1.5% of our revenue in South Africa in enterprise development and socio-economic development projects. This year, we continued our whole-school approach to improve the quality of education, raised awareness of foetal alcohol disorders and supported climate resilience for agricultural entrepreneurs. The independent trusts supported by our plants invested a further 7.9 million ZAR in community projects.

We continued training on our Code of Conduct for all employees and investigated one violation, resulting in a dismissal for breach of trust.



### EMPLOYEE DIVERSITY IN 2023

- African
- White
- Coloured
- Indian
- International

## Working in partnership

Globeleq works in partnership with the South African Government, Eskom, private sector developers, investors, lenders, constructors, suppliers and local communities to deliver projects in South Africa.

	2020	2021	2022	2023
<b>POWERING DEVELOPMENT</b>				
<b>Operational power capacity (MW)</b>	<b>384</b>	<b>384</b>	<b>384</b>	<b>384</b>
– Solar	219	219	219	219
– Wind	165	165	165	165
<b>Average availability (%)<sup>1</sup> – Solar</b>	<b>97.0</b>	<b>98.5</b>	<b>99.2</b>	<b>98.5</b>
<b>Average availability (%)<sup>1</sup> – Wind</b>	<b>90.9<sup>2</sup></b>	<b>94.5</b>	<b>94.3</b>	<b>93.4</b>
<b>Electricity generated (GWh)</b>	<b>906</b>	<b>896</b>	<b>848</b>	<b>904</b>
<b>Consumers reached by the electricity we produce<sup>3</sup></b>	<b>46,900</b>	<b>46,500</b>	<b>43,900</b>	<b>55,700</b>
<b>Jobs indirectly supported through electricity generated<sup>4</sup></b>	<b>1,487</b>	<b>1,384</b>	<b>1,307</b>	<b>1,502</b>
<b>HEALTH AND SAFETY</b>				
<b>Reportable incident rate<sup>5</sup></b>	<b>1.17</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Lost-time accidents</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>EMPLOYEES</b>				
<b>Number of employees</b>	<b>90</b>	<b>98</b>	<b>95</b>	<b>100</b>
– South African nationals (%)	98	96	95	94
– Women (%)	40	41	42	44
<b>Women in senior management (%)</b>	<b>21</b>	<b>38</b>	<b>28</b>	<b>32</b>
<b>Women in management (excluding senior management) (%)</b>	<b>31</b>	<b>42</b>	<b>31</b>	<b>33</b>
<b>Employee engagement (score out of 10)</b>	<b>7.6</b>	<b>7.4</b>	<b>7.6</b>	<b>7.9</b>
<b>COMMUNITIES</b>				
<b>Total spend on enterprise development and socio-economic development (EnD/SED) projects (m ZAR)</b>	<b>35.0</b>	<b>37.1</b>	<b>37.3</b>	<b>31.9</b>
<b>Number of people reached by EnD/SED projects (estimated)</b>	<b>67,800</b>	<b>35,700</b>	<b>23,400</b>	<b>33,300</b>
<b>ENVIRONMENT</b>				
<b>Greenhouse gas emissions avoided from renewable power production (tonnes CO<sub>2</sub>e)<sup>6</sup></b>	<b>912,914</b>	<b>863,651</b>	<b>815,667</b>	<b>871,143</b>
<b>Greenhouse gas emissions generated (tonnes CO<sub>2</sub>e)</b>	<b>3,639</b>	<b>3,702</b>	<b>4,230</b>	<b>3,980</b>
<b>Greenhouse gas intensity (tonnes CO<sub>2</sub>e/GWh produced)</b>	<b>4.02</b>	<b>4.13</b>	<b>4.99</b>	<b>4.40</b>
<b>Water use (m<sup>3</sup>)</b>	<b>878<sup>7</sup></b>	<b>2,511</b>	<b>3,126</b>	<b>3,726</b>
<b>Total waste generated (tonnes)</b>	<b>81</b>	<b>76</b>	<b>102</b>	<b>85</b>
– Hazardous waste generated (tonnes)	21	20	46 <sup>8</sup>	49 <sup>8</sup>

<sup>1</sup> Equivalent availability factor for wind as defined by the Institute of Electrical and Electronics Engineers 762, and for solar calculated in the daytime from the first moment solar intensity exceeds 75W/m<sup>2</sup> until the last moment it falls below 75W/m<sup>2</sup>.

<sup>2</sup> Wind availability was lower than usual in 2020 due to delays getting spare parts when blades were damaged during maintenance.

<sup>3</sup> Estimated based on actual project-level production and national per capita consumption.

<sup>4</sup> Estimated indirect employment enabled by businesses using electricity generated, based on Joint Impact Model (used by Bill).

<sup>5</sup> Includes incidents resulting in lost time, medical treatment or work restriction. Rate based on OSHA definition (200,000 x reportable incidents/working hours).

<sup>6</sup> Calculated based on actual energy generation and national grid factors.

<sup>7</sup> Excludes two of our solar sites where data on water use was unavailable.

<sup>8</sup> Hazardous waste higher than usual due to removal of old PV panels from site for recycling.