

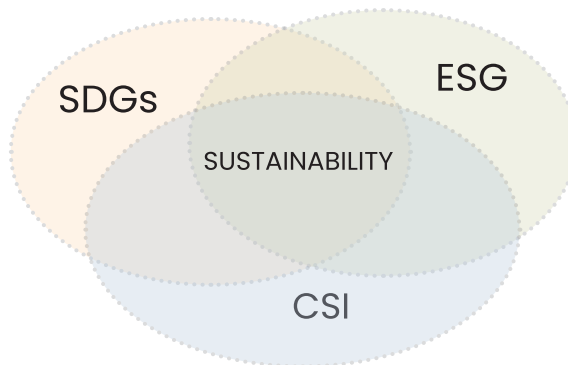
redefining sustainability



Sustainability at Manica

At Manica Group Namibia (MGN), sustainability means creating long-term value for our stakeholders while minimising the environmental impact of our operations, supporting local people and communities, and maintaining the highest standards of governance.

Through our Environmental, Social and Governance (ESG) Framework, sustainability is embedded in our operations through structured initiatives, continuous monitoring, and transparent reporting, while contributing to national and international sustainability goals.



Our ESG Commitments

Environment

We are committed to reducing our environmental footprint in our operations by:

- Reducing Scope 1 and Scope 2 greenhouse gas emissions.
- Improving water-use efficiency.
- Reducing waste intensity and promoting responsible resource management.

Social

We place people at the heart of our business by:

- Promoting employee wellbeing.
- Providing a safe and conducive work environment.
- Encouraging diversity, inclusion, and equal opportunities in the workplace.

Governance

We continue to strengthen our governance systems through:

- Ethical business practices
- Accountability and transparency
- Strong risk management and compliance structures

Corporate Social Investment (CSI)

We are committed to supporting the communities in which we operate. MGN reinvests 1.5% of its net profits after tax into local communities, helping to create sustainable social impact.

70% More than 70% of the CSI funding in FY2025/26 was invested in Education and Youth empowerment initiatives!



Our CSI Focus Areas



Education

Supporting initiatives that strengthen learning environments, improve learner wellbeing, improve educational infrastructure & expand access to digital learning and quality education.



Youth Empowerment & Job Creation

Empowering young people through entrepreneurship development, skills development opportunities & partnerships that create sustainable livelihoods and resilient communities



Environmental Stewardship

Investing in projects that restore and protect natural spaces, educating future environmental stewards and promoting practical circular economy solutions.



Wellness & Community Upliftment

Investing in projects that restore and protect natural spaces, educating future environmental stewards and promoting practical circular economy solutions.

Sponsorships & Donations

In addition to CSI investments, MGN's business units actively support local communities through sponsorships and donations that contribute to community development and local initiatives.



Employees contributions

The Pandula initiative is an employee-driven initiative established by MGN to support local and national causes through voluntary monthly employee contributions. It is built on the belief that collective giving creates meaningful change!

Pandula enables employees to extend compassion beyond the workplace by providing essential goods and support to individuals, families, and community



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