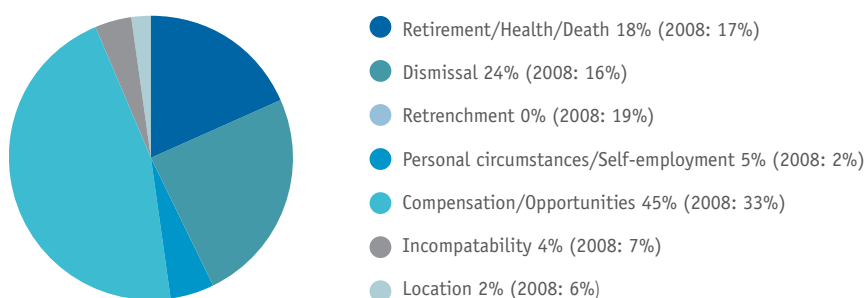


## LABOUR TURNOVER

The labour turnover figure of 9% for the group is below the national average of 16% (as per Deloitte Human Capital Corporation).

Labour turnover



In the year of retirement, access to additional specific financial and investment advice is available to retirees. Retirement planning workshops are run to assist employees with financial and related retirement matters.

## OCCUPATIONAL HEALTH AND SAFETY

All operations in South Africa comply with the Occupational Health and Safety Act and Regulations 1993. Managing directors of all the operating divisions are responsible for ensuring the implementation of this legislation and the required structures are in place. An independent consultant completes a comprehensive annual risk audit at the larger sites focusing on compliance with this legislation and insurance-related requirements. An annual report-back on this process is presented to the risk committee.

The operational sites provide clinic facilities, managed either in-house or outsourced. The clinics provide both primary health care and occupational health care to employees and strategic advice to management. Specific areas of focus include hearing loss prevention programmes within factory environments. Additional programmes are implemented relevant to concerns arising from annual medical examinations. The clinics also provide treatment for injuries sustained on duty. All workplace injuries and illnesses are reported to the Compensation Commissioner within the stipulated time frames.

Employees involved in production processes participate in an induction training session at the start of each season. This includes health and safety training, hearing conservation and tuberculosis awareness. Throughout the year ongoing health and safety training also takes place, eg fire fighting, first aid, hazardous chemical handling and SAMSA-accredited training for all sea-going employees. Personal protective clothing is issued to employees in accordance with legislative requirements.

Risk assessments are regularly conducted in relation to a number of areas, eg ventilation, illumination, noise, hazardous chemicals, refrigeration. Recommendations from the reports are implemented to promote a safe working environment.

During the year under review there has been an increased focus on fire fighting with employees attending relevant firefighting and advanced firefighting training. A number of teams entered the Mutual Risk Group fire team competition for the Cape region with one team from Commercial Cold Storage in Epping proceeding to the national finals.

The group's disabling injury frequency rate (DIFR) for 2009 was 2,8 (2008: 2,5). The increase in the DIFR is an area of management concern and focus. Detailed analysis of injury incidents has been undertaken resulting in the re-emphasis of preventative controls and operating processes. In particular, an internal risk assessment was made of the operating procedures for the use of forklifts in the cold storage business. Absenteeism as a result of both normal sick leave and injuries on duty was 1,4% (2008: 1,2%).

## HIV/AIDS

The AIDS Policy, developed in March 2003 in consultation with a representative group of employees, remains in place. An actuarial study preceded a voluntary counselling and testing intervention. This included awareness training, pre-test counselling, testing and post-test counselling. Peer educators were recruited and trained and condom machines installed in all toilets and cloakrooms.

Across the entire Oceana Group, including Namibia, 2 065 employees were tested. Of those, 1 948 were negative and 117 employees tested positive, which represents 5,6% of the total sample. All employees continue to be encouraged to know their status. Ongoing education and training relating to HIV and AIDS is available via the peer educator



infrastructure. The personal protection programme and trauma cover from the Lifesense Group introduced in 2004 also remains in place. This product provides access to antiretrovirals (ARV) in the event of trauma resulting in exposure to body fluids which may be infected with HIV/AIDS (eg a vehicle accident, assault or rape) for employees and their families. This forms part of the group's HIV/AIDS prevention strategy. The group continues to remain abreast of latest development in this area and will review the policy to ensure alignment with best practice.

## SOCIO-ECONOMIC DEVELOPMENT (SED)

As a value-driven organisation, Oceana embraces the responsibility that business has to society. The group's focus is on the upliftment of communities through support for education, health and environmental initiatives. Oceana is therefore committed to using its skills, experience and resources, both financial and human, to make a sustainable impact on society.

SED is an integral part of the group's corporate policies, and initiatives are aimed at ensuring that investments are made in effective programmes that empower communities and result in long-term partnerships.

Each year the group makes material donations to charities, welfare organisations, hospitals and schools across South Africa and Namibia.

Some of the key projects are:

### EDUCATION

#### *Tertiary School in Business Administration (TSiBA)*

TSiBA is a South African higher-education provider based in Cape Town. It is focused on developing future leaders out of South Africa's talented historically disadvantaged youth. It operates as a non-profit educational institution where all students in the Bachelor of Business Administration degree programme are on a full tuition scholarship.

Oceana is proud to be one of the founding sponsors of TSiBA since its inception five years ago. During 2008, Oceana announced its intention to support and partner TSiBA for another two years as one of its flagship projects. Oceana will continue with its programme of funding the TSiBA Student Development Centre as well as active involvement through senior executives who regularly lecture business-related courses and by offering internships to students during their vacations.

#### *Lapdesks*

The Lapdesk Company was born out of the need to address the difficulties faced by underprivileged children attempting to learn in less than adequate conditions. Oceana is honoured to be associated with this project which seeks to improve the learning conditions of children who do not have access to a desk in their classrooms and gives these children the opportunity to create a better life for themselves through improved academic performance. In the current year, Oceana budgeted for 2 500 Lucky Star branded lapdesks to be distributed to schools in Limpopo and the Eastern Cape province at the start of the new school term in January 2010.



**HEALTH CARE**

*Starfish*

The Starfish Greathearts Foundation (Starfish) supports children orphaned or made vulnerable by the HIV/AIDS pandemic. Starfish provides physical, educational and shelter services to over 28 000 children through community-based projects. Oceana's partnership with Starfish started in 2003. The group donates tins of pilchard, which are included in the food parcels that children receive from Starfish each month, contributing to meeting their basic nutritional needs. Through Starfish, Oceana has linked up with child-focused NGOs donating Lucky Star canned pilchards to the food relief component of their community-based programmes. The three NGO partners – Heartbeat in Gauteng, the Masoyi home-based care project in Mpumalanga, and God's Golden Acre in the impoverished Valley of a Thousand Hills area in KwaZulu-Natal – all satisfy the criteria of the Starfish Care Intervention Model which advocates a community-based approach to the holistic care and support of these children.

*Other*

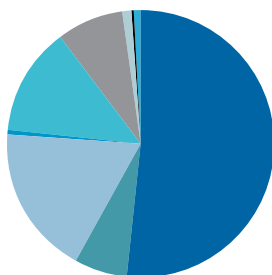
The group has contributed to a number of other community initiatives, including:

- Somerset Hospital – a donation towards the CT (computed tomography) scanner for the emergency unit
- South African Medical Foundation – a donation towards building an ARV clinic at Vanguard Community Health Centre
- OneVoice South Africa – a donation for the HIV/AIDS prevention and awareness programmes being implemented in schools

During the past year, the group invested R3,4 million (2008: R3,0 million) in a variety of programmes and initiatives. This amounts to 1,6% (2008: 1,2%) of profit after tax.

The spend allocation is reflected in the pie chart below.

**Total socio-economic development spend**



- Education 51,9%
- Community and rural development 6,3%
- HIV/AIDS 18,1%
- Health (excluding medical-aid contributions) 0,5%
- Welfare 13,0%
- Environmental conservation 8,0%
- Sports development 1,3%
- Arts and culture 0,1%
- Other 0,8%

*The French fries plant is the largest single employer in the Lambert's Bay area.*

**COMMUNITY DEVELOPMENT**

Oceana endorses the principle that no business exists in isolation but is undeniably part of the communities in which it operates. Corporate social investment expenditure had been directed towards bursary schemes, study assistance programmes, transportation for learners to and from schools, ongoing HIV/AIDS counselling and support for community peer educators, sports development and environmental initiatives.

Oceana supports various voluntary associations such as the National Sea Rescue Institute, the Southern African Foundation for the Conservation of Coastal Birds, Wild Life and Environment Society of South Africa, OneVoice South Africa, Zenzele Training and Development, St Giles, St Joseph's Home and animal rescue organisations. Various shelters for the homeless and feeding schemes in Johannesburg, KwaZulu-Natal, Cape Town and Port Elizabeth receive ongoing support through the donation of canned fish.

Oceana also invests significantly in projects in Namibia. This includes support through the Arechanab Community Trust which was established for the advancement of cultural, social and educational needs of various communities. Major projects in 2009 included bursaries for disadvantaged students and financial support for building and educational programmes in local and rural schools. The beneficiaries include the Kolin Foundation Secondary School, Arandis Kindergarten, Arandis Town Council, Catholic Aids Action, Tjimuhiva Combined School, Swakopmund Primary School, Sun Community Trust, Arandis Primary School, Urbanis Dax Primary School and many more.

