
# Impact and ESG Report
2025

## 7.5.4 Promeal

### Regulatory compliance and operational standards

Promeal operates within regulated food manufacturing and veterinary oversight frameworks. In November 2024, the facility underwent an announced BRCGS Issue 9 audit and achieved a grade B certification for the mincing, mixing, extrusion, and thermal processing of canned and pouched pet food, with certification valid until January 2026. The audit identified 15 minor non-conformities, primarily administrative in nature. The site is also registered as a sterilising plant under the Fertilisers, Farm Feeds, Agricultural Remedies and Stock Remedies Act (36 of 1947), valid until March 2027, and is an approved veterinary establishment (ZA 14/16) authorised to export pet food to countries with compatible import requirements. These certifications support food safety compliance and export market access.

### Workforce and social impact

Following ongoing operational challenges, Promeal underwent restructuring in 2025, resulting in 104 retrenchments linked to the outsourcing of operations and sale of the factory. Severance, unemployment insurance fund contributions, and pension payments were completed without outstanding claims. At year-end, the business employed eight permanent staff and five non-permanent employees. Total payroll expenditure amounted to USD 489 180 for permanent staff and USD 30 937 for non-permanent staff. One whistle-blower report was received during the reporting period and managed in line with internal grievance protocols.

### Environmental management and resource use

Promeal recorded water consumption of 10 330 000 L during the reporting period. Total waste generated amounted to 28 t, all classified as non-hazardous and disposed of to landfill. Total energy consumption was 660 MWh, of which 255,53 MWh (approximately 39%) was generated from a 380 kWp solar system commissioned in July 2023, demonstrating partial reliance on renewable energy sources, and avoiding 240 t of carbon emissions.

### Positive impact and community engagement

In 2025, Promeal invested USD 5 288 in 21 positive impact initiatives, with 10 employees participating in community activities. Key interventions included donations of pet food to NGOs supporting animal welfare and adoption campaigns. These initiatives contribute to community support and brand reputation while aligning with the company's sector focus on animal nutrition.

### Nurture Brands Group impact summary

Nurture Brands has established a diversified and integrated platform within South Africa's health, nutraceutical, pharmaceutical, and functional food sectors, underpinned by strong regulatory compliance, scalable manufacturing capability, and structured ESG governance. Through its core subsidiaries, the group combines SAHPRA licensing, GMP compliance, ISO 22000 certification, and progressing ISO 14001 alignment to manage regulatory, operational, and environmental risks effectively. Significant investments in skills development, renewable energy, waste diversion, and quality systems reinforce long-term resilience in a highly regulated and competitive industry. The platform's cluster-based strategy enables operational synergies, shared governance frameworks, and consistent performance management, positioning Nurture Brands as a credible and professionally governed operator within the wellness and life sciences value chain.

The company also presents a balanced impact-aligned growth proposition, combining commercial scale with measurable social and environmental outcomes. The group supports large-scale employment, strong youth participation, structured training pipelines, and nationally aligned initiatives such as YES4Youth, contributing to workforce development and inclusive growth. Community investment programmes, particularly in health education and student wellness, reinforce alignment with national development priorities and the UN SDGs. At the same time, externally verified carbon assessments, improving environmental management systems, and disciplined governance structures mitigate long-term ESG and regulatory risks. Ongoing investments in quality systems, human capital, and sustainability initiatives support value preservation and upside potential, aligning the group with the expectations of responsible investors seeking sustainable returns in emerging market health and nutrition systems.