

# SUSTAINABILITY REPORT

## 2023



### **1. Executive Summary**

Our sustainability report highlights the efforts and progress made by Graylink Media (Pty) Ltd in integrating sustainable practices into our operations. This report outlines our commitments, initiatives, and achievements in key areas such as environmental stewardship, social responsibility, and economic impact. By adopting sustainable practices, we aim to contribute positively to the planet and society while ensuring long-term business success.

### **2. Introduction**

Graylink Media specializes in selling IT and related products for the corporate. We offer a comprehensive range of premium brand products to choose from, and our vast product knowledge assist our customers in selecting the right technology for the job. We believe in conducting business in a responsible and sustainable manner, striving to minimize our environmental footprint, promote social equity, and drive long-term economic value. This sustainability report provides a transparent account of our progress, challenges, and aspirations.

### **3. Environmental Stewardship**

#### **3.1 Waste Management**

In the realm of environmental stewardship, Graylink Media has made significant strides in waste management. We have implemented comprehensive waste reduction strategies, including recycling programs and responsible disposal practices. By actively seeking partnerships with suppliers who share our waste reduction objectives, we have further enhanced our commitment to sustainability.

#### **3.2 Energy efficiency measures**

We have established measures to promote energy saving, reduce the negative impact of energy use on the environment, reduce energy costs contribute towards sustainable development. These initiatives not only reduce our environmental impact but also contribute to cost savings and sustainable development.

### **4. Social Responsibility (People-centered approach)**

#### **4.1 Employee Well-being**

Our employees are vital to our success. We prioritize their well-being by providing training and development opportunities and ensuring promoting work-life balance. Through employee assessments we have established an approach that is people-centered, to foster a safe and supportive work environment.

#### 4.2 Diversity and Inclusion

We value diversity and inclusion as key drivers of innovation and creativity. We have implemented policies and programs to foster an inclusive workplace culture, resulting in an increase in workforce diversity across various dimensions. We remain committed to creating equal opportunities for all individuals.

### 5. Economic Impact

Graylink Media has sustained steady growth this past year. This distinction was achieved through strategic evaluation, preservation and stability of company performance and financial health. In a rapidly evolving and unpredictable economic environment, Graylink Media maximises business value by demonstrating positive visibility, control, and financial performance. Notably, we maintain an encouraging SGR (Sustainable Growth Rate).

### 6. Conclusion

Graylink Media is committed to integrating sustainable practices into all aspects of our operations. This sustainability report highlights our achievements in environmental stewardship, social responsibility, and economic impact. We have made significant progress in waste management, energy efficiency, employee well-being, diversity and inclusion, and financial performance. However, we recognize the ongoing challenges and are dedicated to continuously improving our sustainability efforts. By prioritizing sustainability, we aim to contribute positively to the planet and society while ensuring long-term business success.