



ESG DATA BOOK

FOR THE YEAR-ENDED 30 SEPTEMBER 2024



OCEANA
LUCKY STAR
FOODS

OCEANA
WILD CAUGHT
SEAFOOD

OCEANA
FISHMEAL
& FISH OIL

Human resources FY2024

NUMBER OF EMPLOYEES

Divisions	2024			2023		
	Direct	Indirect	Total	Direct	Indirect	Total
Lucky Star	1 684	54	1 738	1 538	412	1 950
Horse mackerel and Hake	538	286	824	564	281	845
Lobster and Squid	79	42	121	35	53	88
Oceana Corporate Office	121	20	141	116	18	134
Daybrook	105	296	401	104	295	399
Totals	2 527	698	3 225	2 357	1 059	3 416

TOTAL PERMANENT DISABLED EMPLOYEES

Occupational Level	Male					Female					Total
	African	Indian	Coloured	White	Sub-Total	African	Indian	Coloured	White/NSA	Sub-Total	
Employees with disabilities	4	0	2	0	6	2	0	9	0	11	17
Totals	4	0	2	0	6	2	0	9	0	11	17

NUMBER OF EMPLOYEES

Divisions	2024					2023				
	Permanent	Seasonal	Contract	Indirect	Total	Permanent	Seasonal	Contract	Indirect	Total
Lucky Star	764	920	52	2	1 738	578	960	51	361	1 950
Horse mackerel and Hake	538	0	286	0	824	564	0	264	17	845
Lobster and Squid	79	0	42	0	121	35	0	53	0	88
Oceana Corporate Office	121	0	12	8	141	116	0	14	4	134
Daybrook	105	0	0	296	401	103	1	0	295	399
Grand total	1 607	920	392	306	3 225	1 396	961	382	677	3 416

TOTAL NUMBER OF PERSON DAYS LOST DUE TO ABSENTEEISM

Division	2024	2023	2022
Lucky Star	9 777	12 680	12 797
Horse mackerel and Hake	655	729	598
Lobster and Squid	6	28	102
Daybrook	251	363	427
Oceana Group	531	381	509

Human resources FY2024 continued

LOST TIME INJURY FREQUENCY RATE (LTIFR)

Division	2024	2023	2022	2021	Target
Lucky Star	2.35	1.48	1.77	1.73	1.3
Horse mackerel and Hake	0.84	1.15	0.97	1.73	1.3
Lobster and Squid	0.00	0.00	0.08	0.36	1.3
Daybrook	0.00	0.00	0.19	0.24	1.3
Oceana Group	1.12	1.07	0.93	1.17	1.3

UNIONISED WORKFORCE

	2024	2023	2022
Non-union Members	39%	45%	42%
Union Members	61%	55%	58%

TRAINING SPEND

	2024	2023
	Total expenditure in Rmillion	Total expenditure in Rmillion
Learning programme type		
Bursaries	668 745	695 089
Apprenticeships	568 432	1 173 204
Learnerships	3 395 297	1 840 949
Work-integrated learning	6 087 656	3 306 765
Informal training (external)	6 502 743	3 634 067
Informal training (internal)	1 041 101	440 197
BCD salaries	15 991 279	9 621 765
HR admin costs	10 694 801	9 802 376
Total	44 950 052	30 514 414

EXPENDITURE ON EMPLOYEE TRAINING AND SKILLS DEVELOPMENT

	2024	2023	2022	2021
Total amount invested in skills development	44 950 051	30 514 414	41 742 201	60 054 600
Training expenditure on black employees	42 485 363	29 338 496	36 028 397	50 113 591
Number of employees who received training	2 342	3 678	1 977	2 485
Learnership salaries	15 597 770	9 422 623	1 882 884	6 566 783
Admin costs	10 234 761	9 802 376	8 924 205	8 588 029

Human resources FY2024 continued

TRAINING SPEND BY LEARNING PROGRAMME TYPE

Learning Programme Type	Total (excl white)	African		Coloured		Indian		White		Grand Total
		Males	Females	Males	Females	Males	Females	Males	Females	
Bursary	303 945	66 400	51 010	17 955	162 630	5 950		364 799		668 745
Internships/AET/MDP/SDP	984 967	195 757	284 219	251 265	253 724			19 500	163 802	1 168 269
Learnerships or Apprenticeships	3 907 717	738 212	1 393 742	1 004 079	771 683			34 620	21 391	3 963 728
Skills Programmes	4 765 820	920 737	278 757	3 391 922	173 408		995	138 248	15 317	4 919 386
Informal Training – External	5 695 967	1 399 046	822 654	1 755 957	1 301 560	280 986	135 762	534 179	272 596	6 502 742
Informal Training – Internal	994 413	254 042	236 906	274 543	226 474	423	2 023	32 673	14013	1 041 100
Total	16 652 831	3 574 195	3 067 290	6 695 723	2 889 481	287 359	138 780	1 124 021	487 120	18 263 972

TRAINING TIME (SOUTH AFRICA)

	2024
Total time as a company	813 200
Average hours per employee	105
Average days per employee	13

ALL PERMANENT EMPLOYEES

Occupational Level	Male					Female					Total
	African	Indian	Coloured	White/NSA	Sub-Total	African	Indian	Coloured	White/NSA	Sub-Total	
Top Management	0	2	1	3	6	1	0	0	2	3	9
Senior Management	4	4	7	5	20	0	2	5	3	10	30
Mid Management	18	4	37	27	86	7	2	21	6	36	122
Junior Management	71	0	143	24	238	32	0	77	9	118	356
Semi-skilled	379	0	314	13	706	87	1	197	2	287	993
Unskilled	215	0	161	0	376	336	0	198	2	536	912
Totals	687	10	663	72	1 432	463	5	498	24	990	2 422
Daybrook*											105
Totals											2 527

*US – does not disclose Race, Gender and Age

Human resources FY2024 continued

TRAINING HOURS PER CATEGORY

Type of Training	Male					Female					Total
	African	Indian	Coloured	White/NSA	Sub-Total	African	Indian	Coloured	White/NSA	Sub-Total	
Bursary	2 728	1 576	5 000	1 048	10 352	4 048		10 000		14 048	24 400
Internships/AET/MDP/SDP	2 856		3 784	360	7 000	4 544		4 024	1 528	10 096	17 096
Learnerships or Apprenticeships	78 912		86 992	6 080	171 984	153 432		97 216	2 088	252 736	424 720
Skills Programmes	4 800		20 440	1 120	26 360	1 128	8	992	80	2 208	28 568
Informal Training – External	32 264	9 312	58 552	20 984	121 112	35 128	7 232	59 344	12 024	113 728	234 840
Informal Training – Internal	20 144	8	18 856	2 320	41 328	21 312	24	20 384	528	42248	83 576
Totals	141 704	10 896	193 624	31 912	378 136	219 592	7 264	191 960	16 248	435 064	813 200

TOTAL NUMBER OF PERSON HOURS WORKED (INCLUDES TRAVEL AND ONSHORE WAITING TIME)

Divisions	2024	2023
Lucky Star	3 483 773	3 792 033
Horse mackerel and Hake	4 303 312	4 008 787
Lobster and Squid	2 441 550	1 458 537
Oceana Corporate Office		268 921
Daybrook		263 145
Total	10 228 636	9 793 445

EMPLOYEE TURNOVER %

	2024	2023
Lucky Star	4.90	5.20
Horse mackerel and Hake	9.30	9.80
Lobster and Squid	1.30	74.30
Oceana Corporate Office	7.40	17.20
Daybrook	14.30	26.90
Group total	6.30	9.20

TOTAL NUMBER OF PERSON DAYS LOST DUE TO ABSENTEEISM

South Africa	10 932
Namibia	37
USA	251

Risk audit results – land facilities

Oceana Group	Risk control		Fire defence		Security		Emergency planning		Health and safety		Motor		Average rating	
DIVISION	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR
Amawandle Pelagic	100	100	96	96	100	100	100	100	99	99	N/A	N/A	98	99
Etosha Fishing Corp	100	93	94	93	100	100	100	100	99	100	100	98	98	98
Lucky Star	100	100	96	96	97	100	100	100	99	99	100	100	98	99
Oceana House	100	100	100	100	100	100	99	100	98	98	N/A	N/A	99	99
Amawandle Hake (Elbow)	93	100	98	95	100	100	99	100	100	99	N/A	N/A	99	98
Average	99	99	97	96	99	100	100	100	99	99	100	99	98	99

CUR (Current) reflects latest score in current programme year.

PREV (Previous) reflects last score at previous visit.

NOTE: The average site score is calculated from the sum of the total points obtained, divided by the maximum possible points, during a Full Risk Control Survey.

Risk audit results vessels

Vessels	Safety organisation		General Administration		Machinery & equipment		Electrical		Occupational health & safety		Life saving appliances		Fire defence		Emergency planning		Average	
	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR	PREV	CUR
<i>Desert Ruby</i>	N/A	94	N/A	100	N/A	99	N/A	100	N/A	98	N/A	100	N/A	99	N/A	100	N/A	99
<i>Lucky Star Pelagic Fleet</i>	100	98	100	100	97	97	100	100	98	97	100	100	97	97	100	100	98	98
<i>Calamari Fleet</i>	100	100	98	98	97	97	100	100	97	97	100	100	94	94	100	100	98	98
<i>Beatrice Marine</i>	97	100	100	100	98	98	98	98	99	99	100	100	99	100	100	100	99	99
Average	99	98	99	100	97	98	99	100	98	98	100	100	97	98	100	100	98	99

CUR (Current) reflects latest score in current programme year.

PREV (Previous) reflects last score at previous visit.

NOTE: The average site score is calculated from the sum of the total points obtained, divided by the maximum possible points, during a Full Risk Control Survey.

ITALIC Indicate draft score.

Oceana Group Limited B-BBEE scorecard 2024

			B-BBEE scorecard target		F2024		F2023	
ELEMENT	INDICATOR		Weighting points	Compliance target	Performance	Points	Performance	Points
OWNERSHIP	Voting rights	Exercisable voting rights in the enterprise in the hands of black people	4	25.1%	80.66%	4.00	85.04%	4.00
		Exercisable voting rights in the enterprise in the hands of black women	2	10.0%	24.34%	2.00	24.07%	2.00
	Economic Interest	Economic interest of black people in the enterprise	4	25.0%	80.66%	4.00	85.04%	4.00
		Economic interest of black women in the enterprise	2	10.0%	24.35%	2.00	70.27%	2.00
		Economic interest of the following black natural people in the enterprise: – Black designated groups – Black participants in Employee Share Ownership Programmes – Black people in Broad-based Ownership Schemes – Black participants in Co-operatives	3	3.0%	26.19%	3.00	19.18%	3.00
		New entrants	2	3.0%	19.05%	2.00	14.90%	2.00
	Realisation Points	Net value	8	Graduation Factor	63.20%	8.00	71.39%	8.00
SCORE			25			25.00		25.00
MANAGEMENT CONTROL	Board Participation	Exercisable voting rights of black board members as % of all board members	2	50.0%	72.72%	2.00	70.00%	2.00
		Exercisable voting rights of black female board members as % of all board members	1	25.0%	36.36%	1.00	30.00%	1.00
		Black executive directors as % of all executive directors	2	50.0%	50.00%	2.00	50.00%	2.00
		Black female executive directors as % of all executive directors	1	25.0%	0.00%	0.00	0.00%	0.00
	Other Executive Management	Black executive management as % of all executive managers	2	60.0%	42.86%	1.43	42.86%	1.43
		Black female executive management as % of all executive managers	1	30.0%	14.29%	0.48	14.29%	0.48
	Senior Management	Black employees in senior management as % of all senior management	2	60.0%	52.48%	1.75	39.56%	1.32
		Black female employees in senior management as % of all senior management	1	30.0%	22.68%	0.76	16.57%	0.55
	Middle Management	Black employees in middle management as % of all middle management	2	75.0%	53.40%	1.42	49.70%	1.33
		Black female employees in middle management as % of all middle management	1	38.0%	21.38%	0.56	15.92%	0.42
	Junior Management	Black employees in junior management as % of all junior management	1	88.0%	71.22%	0.81	69.42%	0.79
		Black female employees in junior management as % of all junior management	1	44.0%	31.43%	0.69	28.87%	0.66
	Employees with Disabilities	Black employees with disabilities as % of all employees	2	2.0%	2.64%	2.00	2.33%	2.00
SCORE			19			14.90		14.36

Oceana Group Limited B-BBEE scorecard 2024 continued

			B-BBEE scorecard target		F2024		F2023	
ELEMENT	INDICATOR		Weighting points	Compliance target	Performance	Points	Performance	Points
SKILLS DEVELOPMENT	Skills Development Expenditure	Expenditure on black people as a % of leviabile payroll	6	3.5%	3.63%	5.57	2.78%	4.77
		Expenditure on black employees with disabilities as a % of leviabile payroll	4	2.5%	0.03%	0.05	0.11%	0.18
	Learnerships, Apprenticeships and Internships	Number of black employees on learnerships, apprenticeships and internships as % of total employees	4	0.3%	0.54%	4.00	0.30%	4.00
		Number of unemployed black people participating in training specified by learning programme matrix as a % of total employees	6	5.0%	4.95%	5.94	4.98%	5.98
	Bonus Points	Number of black people absorbed by the measured and industry entity at the end of the learnership programme	5	100.0%	0.13%	0.13	0.00%	0.00
SCORE			25			15.69		14.93
ENTERPRISE AND SUPPLIER DEVELOPMENT	Preferential Procurement	B-BBEE Procurement spend from all empowering suppliers as a % of Total Measured Procurement Spend	5	80.0%	103.32%	5.00	149.36%	5.00
		B-BBEE Procurement spend from QSE empowering suppliers as a % of Total Measured Procurement Spend	3	15.0%	12.42%	2.48	12.67%	2.53
		B-BBEE Procurement spend from EME empowering suppliers as a % of Total Measured Procurement Spend	4	15.0%	14.80%	3.95	8.33%	2.22
		B-BBEE Procurement spend from empowering suppliers that are at least 51% black-owned as a % of Total Measured Procurement Spend	11	50.0%	71.77%	11.00	116.37%	11.00
		B-BBEE Procurement spend from empowering suppliers that are at least 30% black-women owned as a % of Total Measured Procurement Spend	4	12.0%	45.84%	4.00	107.62%	4.00
		Bonus Points: B-BBEE Procurement spend from designated group suppliers that are at least 51% black-owned as a % of Total Measured Procurement Spend	2	2.0%	6.98%	2.00	3.57%	2.00
	Supplier Development	Annual value of all supplier development contributions as a % of Net Profit After Tax	10	2.0%	13.18%	10.00	23.06%	10.00
	Enterprise Development	Annual value of all enterprise development contributions as a % of Net Profit After Tax	5	1.0%	1.00%	5.00	1.49%	5.00
	Bonus Points	Graduation of one or more enterprise development beneficiaries to a supplier development level	1	Yes	Yes	1.00	Yes	1.00
Creation of one or more jobs directly as a result of supplier and enterprise development initiatives		1	Yes	Yes	1.00	Yes	1.00	
SCORE			46			45.43		43.75

Oceana Group Limited B-BBEE scorecard 2024 continued

			B-BBEE scorecard target		F2024	F2023		
ELEMENT	INDICATOR		Weighting points	Compliance target	Performance	Points	Performance	Points
SOCIO-ECONOMIC DEVELOPMENT	Socio-Economic Development	Annual value of all socio-economic development contributions as a % of Net Profit After Tax	5	1.0%	1.27%	5.00	2.05%	5.00
	SCORE		5			5.00		5.00
OVERALL SCORE			120.00			106.02		103.04
B-BBEE LEVEL ACHIEVED						Level 1		
DISCOUNTED B-BBEE LEVEL						N/A		

CSI (FY2024)

TOTAL CSI GEOGRAPHY (SA + NON-RSA) 2024

Geography	Spend	%
Eastern Cape	21 695	1
Western Cape	2 644 088	69
KwaZulu-Natal	296 006	8
SA National	757 830	20
USA	22 000	1
Namibia	68 581	2
Total	3 810 201	100

SPEND PER CATEGORY (INCL ADMIN COSTS IN SA)

Category	Spend (SA)	Spend (Namibia)	Spend (USA)	Consolidated Spend	%
Education/ Skills development	415 241			415 241	11
Food Security	2 165 515	68 581	22 000	2 256 097	59
Community Sea Safety Training	502 036			502 036	13
Small Scale Fisher Development	573 358			573 358	15
Welfare/Product Donations	63 467			63 467	2
Total	3 217 584	68 582		3 810 201	100

Environment 2024

ABSOLUTE GHG EMISSIONS

Division	Total scope 1, 2 and outside of scopes (other direct emissions) (tCO ₂ e)						% Change from 2019 (baseline) to 2024
	2024	2023	2022	2021	2020	2019	
Lucky Star	49 824	43 341	42 741	35 868	45 296	44 782.2	11
Amawandle Pelagic	17 306	30 870	30 755	22 416	32 618	32 167.9	(46)
BCP	100 196	130 350	153 876	156 799	172 456	150 660.0	(33)
OLS	1 616	687	829	978	1 042	1 138.1	42
Daybrook	17 936	22 175	22 232	16 019	17 617	21 991	(46)
Group Corporate	1 205	954	971	1 018	958	2 230	(18)
Meat Cannery	1 269	-	-	-	-	-	-
Oceana Group	189 352	228 376	251 403	233 098	269 987	252 969	(25.1)

GHG EMISSION PRODUCT INTENSITY

Division	2021	2022	2023	2024	Performance against FY2023	2021	2022	2023	2024	Performance against FY2023
	Vessels					Land-based				
Lucky Star	1 545	78	80	67	(17%)	1 983	982	997	1 151	15%
Amawandle Pelagic	877	65	99	226	128%	933	967	986	613	(38%)
BCP SA	3 800	4 175	5 273	4 104	(22%)	16 434	20 209	11 022	55 786	406%
BCP Nam	1 119	1 293	1 152	1 239	8%	-	-	-	-	-
Squid	2 522	5 781	4 324	3 085	(29%)	-	-	-	-	-
Daybrook	-	-	-	-	0%	327	315	351	299	(15%)
Oceana Group Total	2 091	1 080	1 095	865	(21%)	814	697	706	661	(6.3%)

2024 WASTE RECYCLED PER DIVISION

Waste type recycled	Unit of measure	Lucky Star	Daybrook	BCP
Metal	Tons	55.1	153.7	1 028
Paper and Cartons	Tons	689.6	0.2	0
Lubricant oil	Tons	0	9.4	903
Plastic	Tons	111.8	0	0
Timber	Tons	359.1	0	0
Water	Tons	0	0	0
Total waste	Tons	1 216	163	1 931

Environment 2024 continued

WASTE GENERATED (INCLUDING HAZARDOUS WASTE)

	Waste generated during 2024			Waste generated during 2023		
	Tons of waste	Product Volume (tons)	Ton of waste per unit of activity	Tons of waste	Product Volume (tons)	Ton of waste per unit of activity
Lucky Star	5 959	131 753	0.05	7 709	137 332	0.06
Horse mackerel and hake	2 905	52 399	0.06	1 199	53 060	0.02
Lobster and squid	0.00	524	0.00	0	159	0.00
Daybrook	2 047	66 021	0.03			
Oceana Group	10 911	250 697	0.04	9 343	260 136	0.04

2024 OCEANA GROUP POTABLE WATER CONSUMPTION

	2024			2023		
	Usage (kilolitres)	Product volume (tons)	Kilolitres per ton of product produced or stored and handled	Usage (kilolitres)	Product volume (tons)	Kilolitres per ton of product produced or stored and handled
Lucky Star*	335 832	131 753	2.55	525 413	137 332	3.83
BCP (Horse mackerel, Hake and Squid)	12 122	52 923	0.23	15 152	53 218	0.28
Daybrook	136 059	66 021	2.06	115 042	69 586	1.65
Oceana Group	484 013	250 697	1.93	655 607	260 136	2.52

Environment 2024 continued

DIVISIONAL ENVIRONMENTAL AUDIT RESULTS – LAND-BASED

Oceana Group	Administration and records		Water quality management		Waste management		Hazardous materials management		Air quality management		Land quality management		Packaging		Energy		Average	
DIVISION	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current
Etosha Fishing Corp	98	96	100	100	100	100	100	100	100	100	100	100	100	100	100	100	99	100

DIVISIONAL AVERAGE ENVIRONMENTAL AUDIT RESULTS – VESSELS

Vessels	Administration & records		Water quality management		Waste management		Hazardous materials management		Air quality management		Land quality management		Packaging		Energy		Average	
NAME	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current	Prev	Current
<i>Wildeckus</i>	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<i>Desert Diamond</i>	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<i>Compass Challenger</i>	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100
<i>Desert Jewel</i>	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100
<i>Sandile</i>	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100	N/A	100
AVERAGE	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Environment 2024 continued

TREND OF RESOURCE USAGE

	UoM	2023			2024		
		Usage	CO ₂ emissions tons	Mega joules	Usage	CO ₂ emissions tons	Mega joules
Ammonia	kg	-	-	-	3 254	-	-
Freon	kg	34 366	60 484	0	20 338	35 796	-
Coal	metric tonnes	22 957	53 034	557 862 682	15 330	33 333	399 971 701
Petrol	litres	53 998	125	1 754 927	64 441	155	2 094 337
Diesel	litres	1 260 680	3 327	44 754 140	936 646	2 490	33 250 933
Diesel		2 247 768	6 596	79 795 752	2 628 009	7 681	93 294 316
LPG	kg	1 615	5	74 758	3 496	11	161 830
MGO	metric tonnes	18 690	60 162	803 733 016	18 967	61 472	815 667 526
IFO	metric tonnes	2 014	6 332	84 588 000	-	-	-
HFO	metric tonnes	1 162	3 929	50 271 403	654	2 088	28 282 536
Natural gas	MMBtu	325 926	17 311	343 871 486	261 626	13 896	276 031 128
Electricity	kwh	30 797 292	22 890	110 870 252	30 230 313	23 795	108 829 126
Steam (Purchased)	tonnes	-	-	-	31 704	8 259	13 288
Travel (air and car)	kms		1 803	-	8 262 645	2 543	-
Packaging	metric tonnes	8 251	20 619	-	6 887	16 984	-
Waste	metric tonnes	6 504	6 118	-	5 886	3 072	-
Paper	reams	2 645	230	-	236 586	223	-
Water	kilolitres	575 966	705	-	541 317	622	-

Health and Safety 2024

Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)	160
Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	59
Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities – Reported	219
Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) – Reported	0.00
Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) – Reported	1.12
Total Recordable Injury Frequency Rate (TRIFR) – Reported	4.7
Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to hazards at work, during the reporting period.	0
