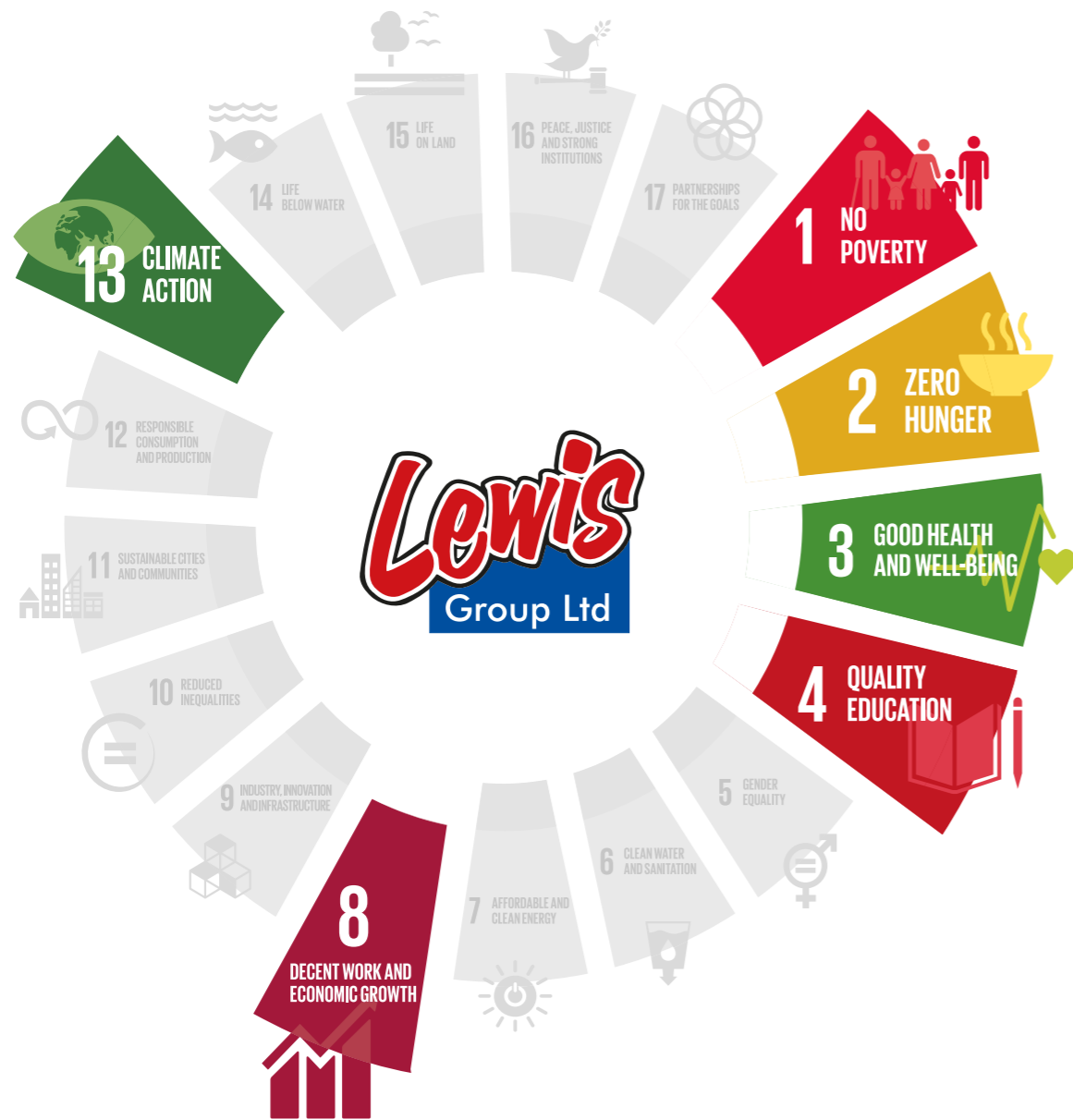


# Sustainability report

## ALIGNMENT WITH THE SDGs

The Group supports the Sustainable Development Goals (SDGs), the global objectives developed by the United Nations to achieve a better and more sustainable future for all. This report focuses on the environmental and social aspects of sustainability, aligned with the SDGs where we believe the Group is making a meaningful contribution.

The Group's sustainability commitments are aligned with the following SDGs:

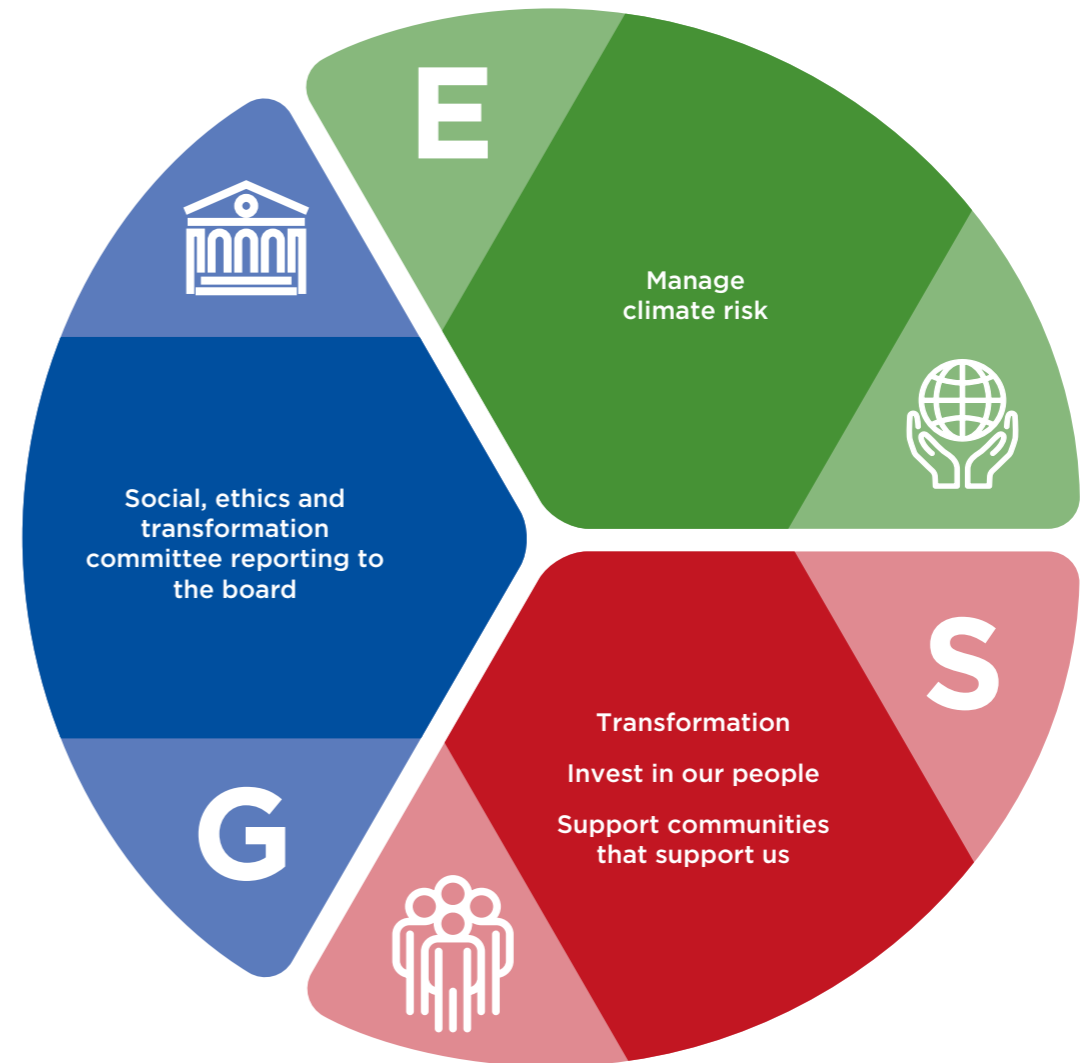


## ENVIRONMENTAL, SOCIAL AND GOVERNANCE

In today's business landscape, stakeholders are increasingly interested in a company's financial performance alongside their wider impact on society and the environment.

We recognise that our responsibilities extend beyond traditional financial metrics and have chosen to incorporate ESG criteria into our reporting framework.

By measuring and reporting on our ESG performance, we aim to build trust, mitigate risks, drive innovation, and ultimately contribute positively to the well-being of our stakeholders and the planet.



# Sustainability report



## ENVIRONMENTAL

The Environmental aspect of ESG focuses on how the Group manages its impact on the natural environment, including issues such as climate change.

What we achieved this year

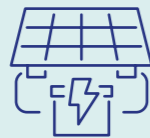
Lewis Group recognises its responsibility to conduct business in a way that mitigates or minimises detrimental impacts on the environment.



### HEAD OFFICE SOLAR PANEL PROJECT APPROVED AND INSTALLATION UNDERWAY

(The Group's single largest contributor to electricity usage)

**270**  
Solar panels being installed



Solar panel capacity of 155 250Wp  
estimated energy generation of  
**240MWh per year**

Conducted scenario-based climate risk and opportunity identification and assessment

Identified **2** appropriate scenarios from the Network for Greening the Financial System (NGFS) to assess our transition and physical risks

### Climate governance

Addressing climate change is not just about environmental stewardship, it is a global imperative that intersects with society and the economy. The Group is dedicated to curbing greenhouse gas emissions to mitigate the impacts of global warming, aligning with the urgent need to limit temperature rise to 1.5°C above pre-industrial levels.

In our commitment to the ever-evolving reporting landscape, we have followed the guidelines established by the TCFD. The TCFD provided a solid foundation for assessing climate-related risks and opportunities within our operations.

Recently, the TCFD has been disbanded and absorbed into the International Sustainability Standards Board (ISSB). The ISSB expands upon the TCFD's recommendations and aims to harmonise global sustainability reporting practices.

We continue to follow the voluntary JSE Sustainability and Climate Disclosure Guidance documents, which have considered the recommendations of the TCFD and provide the necessary local context for the South African market and society. Furthermore, the General Sustainability and Climate-related Disclosure Standards (S1 and S2) which have been issued by the ISSB fully incorporate the TCFD recommendations. As such, we continue to apply and incorporate the TCFD recommendations into our climate strategy and reporting.

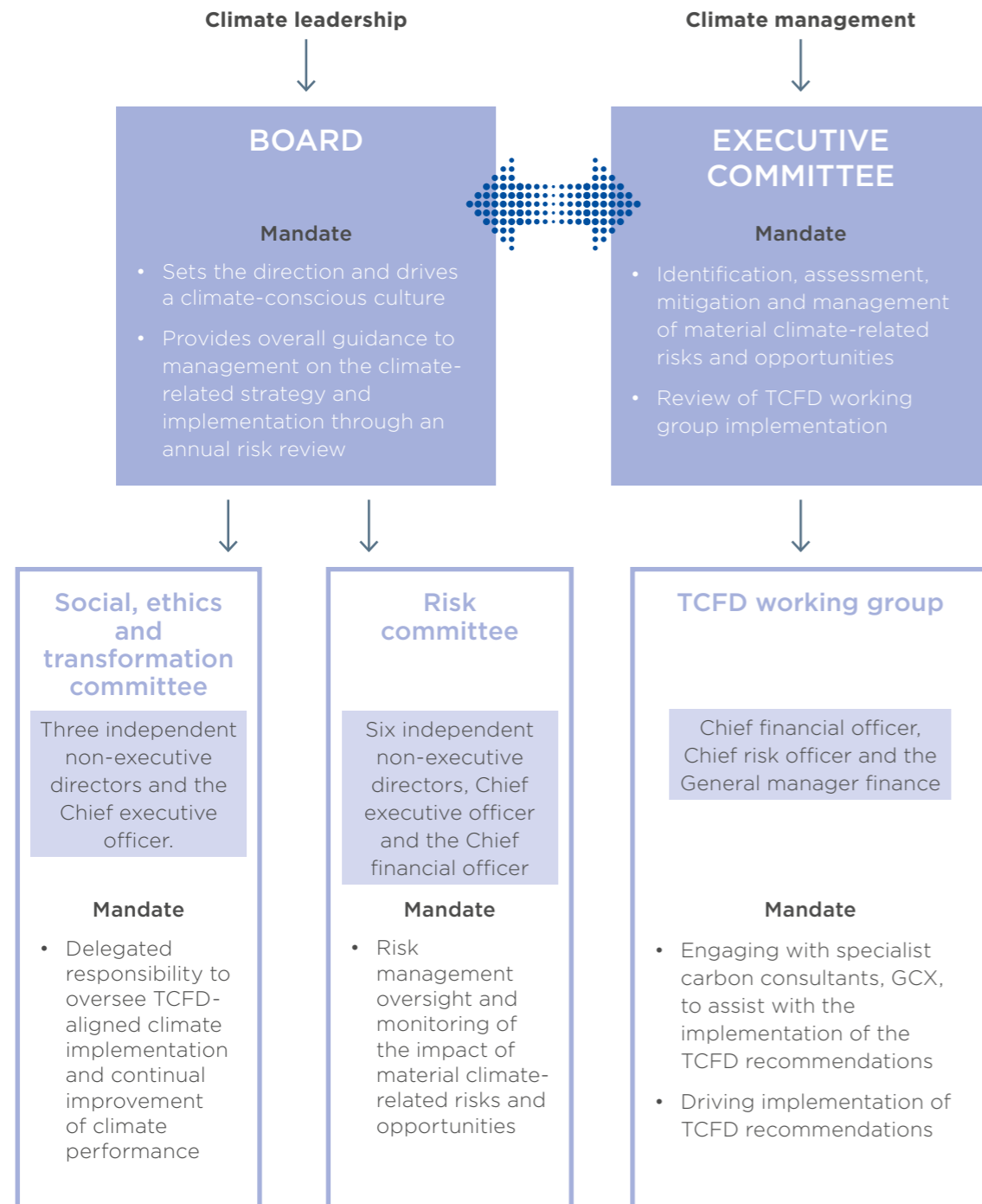
The Group's Climate Governance Framework, set out below, indicates the dynamic relationship between:



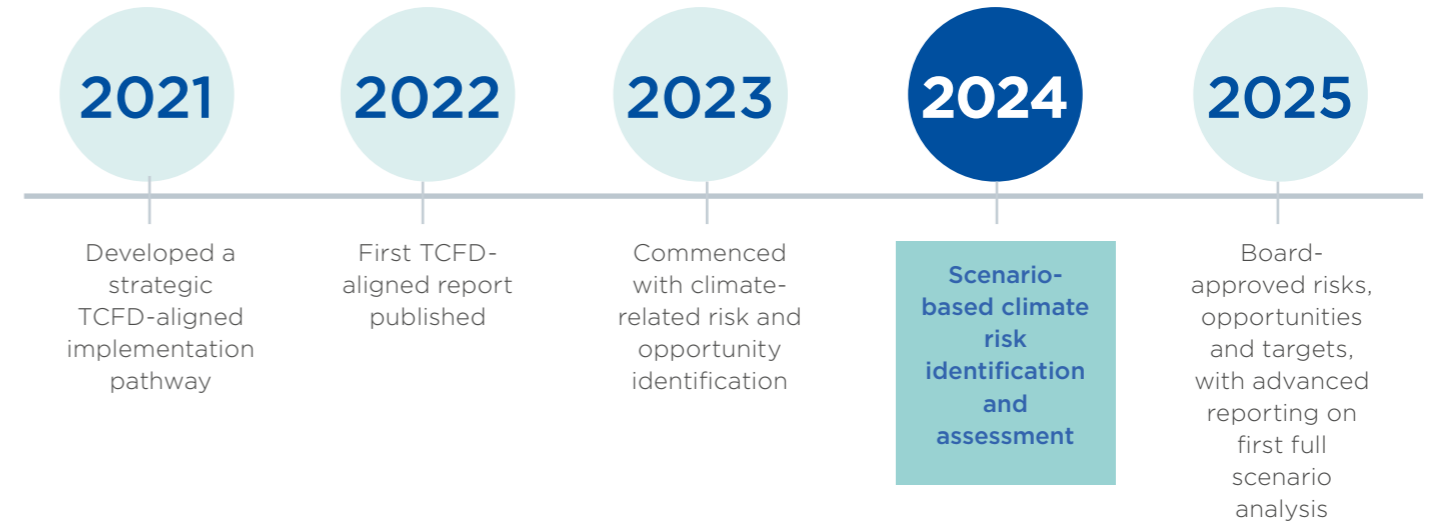
The board is supported in their climate-related mandate by the social, ethics and transformation, and the risk committees, respectively. The executive committee has delegated the day-to-day implementation of the climate strategy to the TCFD working group.

# Sustainability report

## Lewis Group climate governance framework



## Lewis Group's climate change journey and strategic pathway



## Our climate change commitments

2024 marks the third year of our four-year TCFD-aligned disclosure pathway. During 2023, we commenced with three strategic commitments in line with our initial planning conducted in 2021:



Our planning included commitments for action during 2024 to provide additional detail on risks, opportunities and targets, as well as conducting an initial scenario analysis. This analysis is predominantly a qualitative assessment and is used to define parameters for a more detailed exercise in the future.

**Well placed to meet our commitments for 2025**

The Group progressed well in 2024, building on the solid foundation established during the preceding years. We are well placed to meet our 2025 commitments of having our material climate-related risks, opportunities and targets determined and adopted by the board of directors, as well as providing our stakeholders with transparent disclosure about the outcomes of our first complete scenario analysis.

Being cognisant of the significance of risks in the supply chain, we have embarked on a supplier engagement plan, with implementation estimated for 2025. The plan will initially focus on gaining a better understanding of the perspectives around climate change within our upstream supply chain.



# Sustainability report



## Scenario analysis

Following from the risk identification process, Lewis Group wanted to understand the impact of these risks against two plausible scenarios. We selected the NGFS scenarios as a basis for the scenario analysis we conducted, which consists of a set of seven plausible future scenarios from which we chose the Hot House World and Disorderly Transition scenarios. These scenarios cover a wide range of physical and transition risks and are categorised according to the increasing level of transition risk on the one hand, and physical risk on the other.

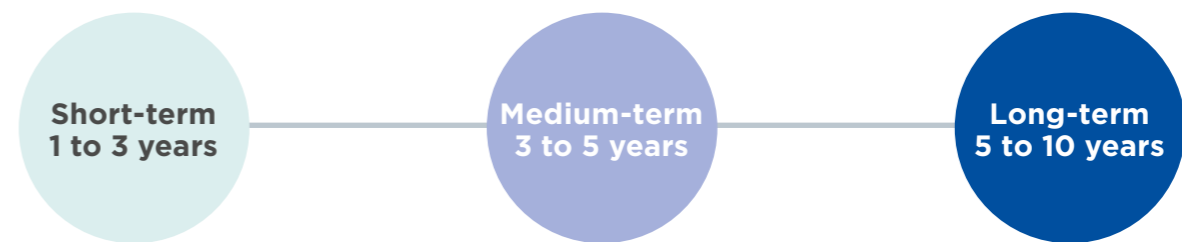
We chose the two scenarios which we believe are the most likely representations of what the future may entail, considering physical and transition risks.

Scenario	Disorderly Transition Delayed Transition	Hot House World Nationally Determined Contributions (NDCs)
Risk spectrum	Higher transition risks because of abrupt requirement to decarbonise	Higher physical risks because of slower implementation of decarbonisation
Physical risks: Temperature increase	1.6°C	2.6°C
Transition risk: Global policy reaction	Delayed policy reaction	NDC of countries
Transition risk: Technology change	Slow, and then fast rate of technology change	Slow rate of technology change

## Climate risk and opportunity assessment

We are currently assessing the impact and likelihood of all the climate risks identified against the two selected scenarios over the time horizons, as defined below, using the Lewis Group risk management processes, and specifically the Lewis Group Standard Risk Rating Methodology.

Our assessment time horizon



We aim to complete this process by the end of the financial year 2025, with the intention of integrating climate risk into our enterprise risk management process.

# Sustainability report

## Material climate change risks and opportunities

The table below follows the risk classification methodology of the TCFD and classifies the risks and opportunities as either physical or transitional, or in one instance the combination of both.

The risks and opportunities are grouped according to the *Material issues and risks report set out on pages 15 to 18*. The dimension indicates where the risk implication may manifest or the opportunity be leveraged (this may relate to our core operations or within our upstream and downstream supply chain).



### PHYSICAL RISKS

Material issues	Dimension	Risk description	Risk implication	Mitigating measures
Global and local supply chain challenges  Retail trading environment	Upstream supply chain 	Extreme weather events: flooding, high rainfall, wildfires	<ul style="list-style-type: none"> <li>Disruption in distribution channels, particularly shipping delays, both at sea and at port with inability to offload</li> <li>Shortages of raw material production, especially for furniture manufacturing – supply of wood for chipboard, resulting in increased cost of production</li> <li>Infrastructure damage leading to delayed delivery of products by road</li> </ul>	<ul style="list-style-type: none"> <li>The Group has a proven ability to adopt a strategy of holding higher stock levels during periods of supply chain disruption</li> <li>Earlier placement of orders to enable timeous delivery of imported and local merchandise</li> <li>Financial support, in the form of supplier development loans, provided to local suppliers to assist with increased costs of production</li> </ul>
	Core operations 	Extreme weather events: flooding and storm damage	<ul style="list-style-type: none"> <li>Reduced store accessibility leading to reduced sales revenue and the inability to collect debt from customers</li> </ul>	<ul style="list-style-type: none"> <li>Alternative payment mechanisms have been introduced</li> <li>Business continuity plans in place</li> </ul>


### TRANSITION RISKS

Material issues	Dimension	Risk description	Risk implication	Mitigating measures
Regulation	Core operations 	Policy and legal	<ul style="list-style-type: none"> <li>More onerous environmental reporting requirements can have an impact on the Group's operations</li> </ul>	<ul style="list-style-type: none"> <li>Stay abreast of evolving sustainability and environmental reporting requirements and legislation</li> </ul>
		Increased reporting requirements		
		Policy and legal	<ul style="list-style-type: none"> <li>Increased carbon pricing leading to increased electricity costs as part of operational costs</li> </ul>	<ul style="list-style-type: none"> <li>Investment in renewable energy and energy efficient initiatives</li> </ul>
		Carbon pricing		
Retail trading environment	Core operations 	Reputational	<ul style="list-style-type: none"> <li>Decreased shareholder sentiment and support due to perceived lack of urgency to participate in the low carbon economy</li> </ul>	<ul style="list-style-type: none"> <li>Maintain regular communication with stakeholders to manage expectations and provide transparency</li> </ul>
		Technology	<ul style="list-style-type: none"> <li>Inability or higher costs to transition to lower emissions technologies</li> </ul>	<ul style="list-style-type: none"> <li>Investment in renewable energy and energy efficient initiatives</li> </ul>
		Upstream and downstream supply chain 	Market risk  Decarbonising commodities	<ul style="list-style-type: none"> <li>Increased product costs and margin pressures due to embedded carbon costings of high carbon goods and carbon border tax adjustments</li> </ul>





# Sustainability report



## PHYSICAL AND TRANSITION RISKS

Material issues	Dimension	Risk description	Risk implication	Mitigating measures
<b>Retail trading environment</b>	Downstream supply chain 	Compounded macroeconomic climate-related impacts	<ul style="list-style-type: none"> <li>Customers having lower disposable income and thus leading to lower revenues</li> </ul>	<ul style="list-style-type: none"> <li>The Group's store-based business model has proven resilient through all economic cycles and other disruptive events</li> </ul>

## OPPORTUNITIES

Material issues	Dimension	Opportunity description	Opportunity implication	Benefit	
<b>Retail trading environment</b>	Upstream supply chain 	Markets	<ul style="list-style-type: none"> <li>Investment opportunities in the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Improved business resilience</li> </ul>	
	Core operations and downstream supply chain 	Products and services	<ul style="list-style-type: none"> <li>Provision of low energy efficient products</li> </ul>	<ul style="list-style-type: none"> <li>Customers will benefit from operational cost savings</li> </ul>	
		Core operations 	Products and services	<ul style="list-style-type: none"> <li>Establish alternative payment mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>Improved debt collection</li> </ul>
			Resilience	<ul style="list-style-type: none"> <li>Installation of backup power technologies at all our stores</li> </ul>	<ul style="list-style-type: none"> <li>Energy security and long-term energy resilience</li> </ul>
			Energy source and energy efficiency	<ul style="list-style-type: none"> <li>Energy efficiency across all facilities, whether owned or rented</li> </ul>	<ul style="list-style-type: none"> <li>Improved energy efficiency and reduced operational costs</li> </ul>
Global and local supply chain challenges 	Upstream supply chain	Markets	<ul style="list-style-type: none"> <li>Longer term opportunities for sustainability-linked loans</li> </ul>	<ul style="list-style-type: none"> <li>Additional source of funding and lower cost of capital</li> </ul>	
		Energy source	<ul style="list-style-type: none"> <li>Solar PV electricity installations at our warehousing facilities</li> <li>Solar PV electricity installations at our head office during 2024, following a successful viability assessment</li> </ul>	<ul style="list-style-type: none"> <li>Improved carbon footprint, energy security and energy costs</li> </ul>	
		Energy source and energy efficiency	<ul style="list-style-type: none"> <li>Ability to make purchasing decisions on fuel efficient vehicles, and provision of efficient driver training</li> </ul>	<ul style="list-style-type: none"> <li>Improved fuel and operational cost efficiency and lower carbon footprint</li> </ul>	

# Sustainability report

## OUR PERFORMANCE AND PROGRESS

The Group has measured and calculated its carbon footprint according to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), which includes Scope 1 and 2 emissions and certain Scope 3 emissions, since 2018. We continue to improve the accuracy and completeness of the measurement of our carbon footprint.

Total Scope 1, 2 and 3

**78 223 tCO<sub>2</sub>e**  
(2023: 74 592)

### SCOPE 01

Source	2024 tCO <sub>2</sub> e	2023* tCO <sub>2</sub> e
South African fuel	18 400	17 506
International fuel	2 595	2 623
<b>Total Scope 1</b>	<b>20 995</b>	20 129

**Commentary**

**Scope 1 emissions result from fuel consumption by company owned vehicles as well as diesel generators.**

While the Group's increased store footprint (a net 29 new stores were opened in the current year) has contributed to the 6.9% increase in emissions, part of this movement is attributable to the increased generator diesel consumption as a result of persistent load shedding experienced during the financial year.

### SCOPE 02

Source	2024 tCO <sub>2</sub> e	2023* tCO <sub>2</sub> e
South African electricity	19 800	19 644
International electricity	3 313	3 246
<b>Total Scope 2</b>	<b>23 113</b>	22 890

**Commentary**

**Scope 2 emissions result from the generation of purchased electricity by the company.**

Owing to our extensive store footprint as well as the reliance on landlords and municipalities to provide consumption data, data quality and completeness remains an ongoing challenge for the Group. As reported in the prior year, a data gathering exercise was undertaken to improve the quality of reporting and reduce the need for the use of estimation techniques. This exercise continued in the 2024 financial year, with consumption data now available for most months at approximately 80% of our stores.

The overall increase of 0.97% in emissions is mainly a result of our increased store footprint. The average electricity consumption per store decreased in the current year.

### SCOPE 03

Source	2024 tCO <sub>2</sub> e	2023* tCO <sub>2</sub> e
Fuel and energy-related activities	16 960	16 135
Upstream transportation and distribution	7 156	6 479
Business travel	3 565	2 455
Employee commuting	6 434	6 504
<b>Total scope 3</b>	<b>34 115</b>	31 573

**Commentary**

**This takes into account the emissions from the South African fuel and electricity supply.**

The increase of 5.1% is primarily due to the movement in our Scope 1 and 2 emissions.

**Commentary**

**Emissions associated with upstream transportation and distribution for the Group could only be calculated for road distribution.**

Road distribution is outsourced mainly to one large service provider.

Although international shipping from suppliers to South African ports as well as local furniture manufacturing would also contribute to this category, quantifying the emissions from our supply chain remains a challenge. We intend to engage with both our global and local suppliers on this in the upcoming year.

The 10% increase in emissions is as a result of higher fuel consumption driven by business operational requirements as well as the increased store footprint.

**Commentary**

**Business travel emissions include domestic, regional and international travel.**

Higher emissions driven by operational business requirements including management store visits and international buying trips.

**Commentary**

**Emissions associated with staff travel to work.**

Slight decrease of approximately 1% in the current year.

\* Emissions from 2023 were restated based on updated AR6 global warming potentials and updated calculation methodology.

**270**

Solar panels are being installed which is estimated to generate 240MWh of power and avoid 235 616 kgs of CO<sub>2</sub> emissions per year.



## INVESTMENT IN ALTERNATIVE ENERGY SUPPLY

To reduce carbon emissions, the Group has invested in a solar power system for the head office building which is the single largest contributor to Scope 2 emissions.

The location of most of our stores, together with the fact that most stores are rented and not owned by the Group, preclude us from installing renewable energy solutions. However, we will continue to investigate ways of reducing our overall carbon emissions across our store network.



**Our load shedding response**

To limit the trading disruption caused by electricity load shedding and to ensure seamless trading, **the Group invested in backup power solutions at all South African stores.**



# Sustainability report

## SOCIAL

The Group strives to take all stakeholder interests into consideration during business decision-making processes, ensuring that our operations not only meet regulatory requirements, but also prioritise the well-being of our employees, support the communities in which we operate through active engagement, support initiatives and maintain ethical practices in all our engagements and interactions.

What we achieved this year

Intake of **350** learners as part of unemployed learnership initiative (including 250 disabled learners)

**81** (2023: 172) interns/learnerships offered full-time positions

**40** bursaries awarded to staff and **27** bursaries awarded to qualifying dependants

Black staff account for **97%** (2023: 98%) of the staff complement

Black female staff comprise **58%** (2023: 57%) of total staff

**Zero** reports in terms of health and safety non-compliance

**Employment equity targets exceeded** across all employment categories

Achieved **B-BBEE level 5** rating


Provided over **300 000** meals to children through our association with the Peninsula School Feeding Association

Support **138** children in meeting all their basic needs through sponsoring Children of the Dawn

Since the beginning of our partnership with TSIBA, we invested **R12.3m** by funding **150 full tuition** and subsistence scholarships

Assisted SAEP with **extensive renovations** of the Nomaxabiso Centre for Disabled Children and Aftercare, preventing them from closure

**Funding for upgrades** to the **Bill Hoffenberg Seminar Room** at UCT Medical School





# Sustainability report

## TRANSFORMATION

### Employment equity

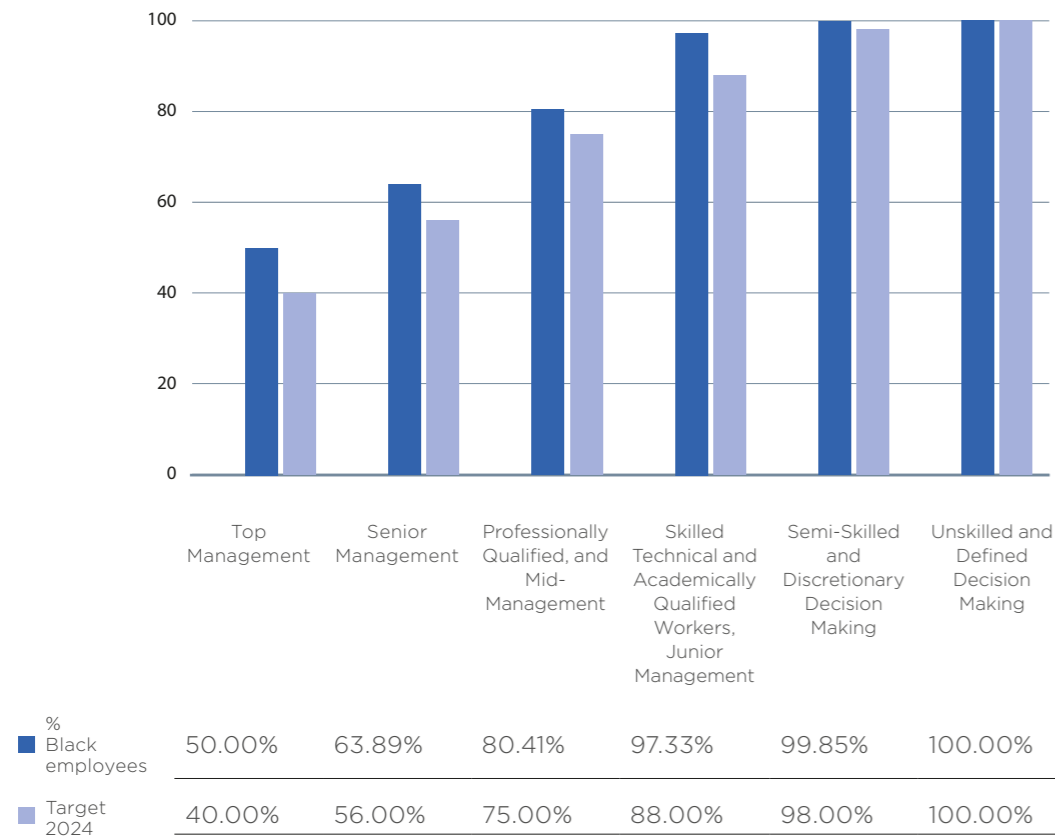
The Group's employment equity plan focuses on increasing the representation of designated groups, mainly in the senior management and professionally qualified areas.

Strategies have been developed to achieve internal employment equity targets, including the implementation of a comprehensive learning and development plan, in-service training of retail management students, granting bursaries, job profiling and performance assessments.

Management is also committed to ensuring that the Group's employee profile is representative of the customer base it serves and the communities in which it trades.

**Equity targets across all employment categories exceeded.**

EMPLOYMENT EQUITY - MARCH 2024



### Black economic empowerment

The Group supports the principles and objectives of B-BBEE contained in the 2015 Amended Codes of Good Practice on B-BBEE. The board acknowledges its oversight role in driving transformation and empowerment across all elements of the B-BBEE scorecard.

The Group remains focused on improving its rating to meet the objectives of the B-BBEE Act 46 of 2013 and in 2024, achieved an **improved Level 5 rating**. This rating was verified by AQRate, an accredited empowerment rating agency.

B-BBEE Element	Weighting	2024	2023	2022
Equity ownership	25	6.50	5.95	5.96
Management control	19	12.14	11.39	11.77
Skills development	20	20.77	19.21	15.95
Enterprise and supplier development	42	37.18	36.01	25.44
Socio-economic development	5	5.00	5.00	5.00
<b>Total score</b>		<b>81.59</b>	77.56	64.12
<b>B-BBEE rating</b>		<b>Level 5</b>	Level 6	Level 8

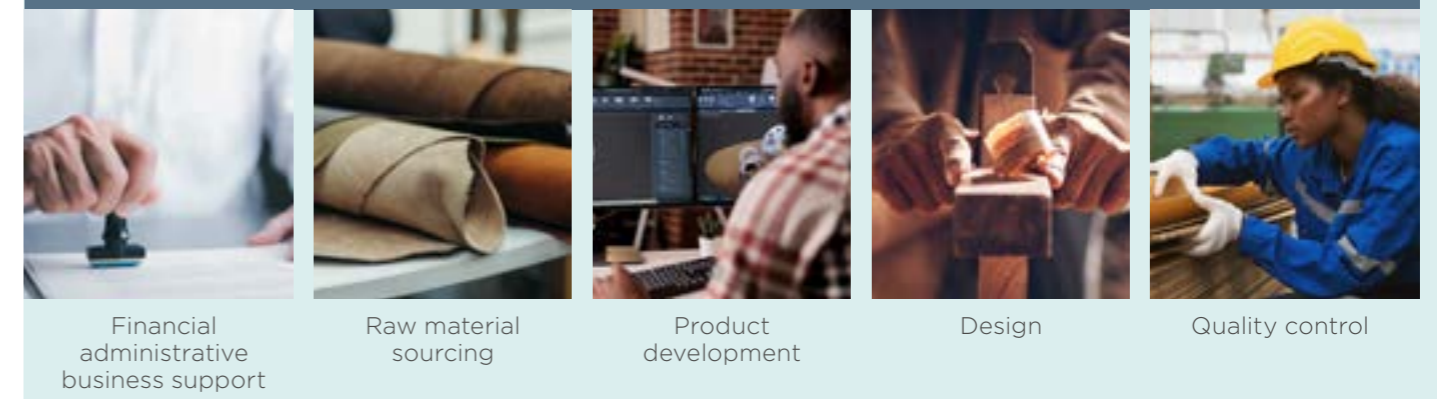
### Enterprise and supplier development

During the past year, Lewis focused on increasing its local supplier base and continued to support the local furniture industry through a focused enterprise development strategy to stimulate job creation in the domestic economy.

Refer to our Strategy and targets report on pages 13 and 14.

Large volumes of locally sourced merchandise, goods and services are purchased from small businesses which are mainly black-owned.

#### How we support our enterprise development partners



Our supplier agreements are aligned with and supportive of the 10 principles of the United Nations Global Compact. These set out core values in:

- human rights
- labour standards
- the environment
- anti-corruption for companies.

# Sustainability report



## INVESTING IN OUR PEOPLE

### Training, talent and skills development

The Group's training and development programmes are geared towards creating opportunities for all employees from basic sales and product knowledge, to training key talent for branch managers and management positions over time. The Group's training department is accredited with the Wholesale and Retail Sector Education and Training Authority and offers a range of classroom-based and e-learning programmes in all aspects of retail, management and leadership training.

As part of the commitment to staff development, a central learning and development facility is used for the development of management for store operations in the five countries in which the Group operates.

### Employee Recognition

#### The Great Employee Movement (GEM)

The GEM campaign was initiated to encourage and reward employees who are committed to service excellence.

Our goal is to create and enforce a strong sense of excellent customer service in all employees.

Our management team is committed to customer care and satisfaction and expect the same commitment from every employee.

Our head office service excellence team assesses service standards and manages reward programmes that recognise and provide incentives to employees who deliver outstanding service to our customers.



### What we achieved this year

**29 151**  
training interventions  
(2023: 16 111)

**97%**  
(2023: 96%) of total  
training spend on previously  
disadvantaged employees

**R59.5m**  
invested in employee training (2023: R47.8m)

**Leadership programmes**  
completed for senior management levels

# Sustainability report



Provide the greatest social impact and value for the society we work and live in.

The majority of our support goes towards education and nutrition followed by health and social development, particularly towards the plight of children at risk in our society.

We work with selected large-scale projects that are based in the communities where our employees and customers live. The ultimate outcome objective is to create working models that can be replicated which create sustainable, independent community projects in the long-term. This is achieved through:

- Engaging in socio-economic participation from every level of the organisation by actively seeking employee community involvement opportunities
- Communicating these projects through our internal communication channels
- Encouraging stakeholders to get involved
- Actively pursue our integrated socio-economic development strategy in a transparent manner



## SUPPORTING COMMUNITIES THAT SUPPORT US

Lewis strives to improve the quality of life of all our stakeholders by positively impacting their lives. We seek to be an integral part of the community, recognised by the communities in which we operate as a dependable, caring and an ethical corporate citizen.

Our core socio-economic strategy is reflected in our motto: **Supporting communities that support us.**

[Click here to see our CSI initiatives on https://www.lewiscsi.co.za.](https://www.lewiscsi.co.za)

01

Our strategy goals and objectives:

02

Identify opportunities that are in line with our goals and objectives

03

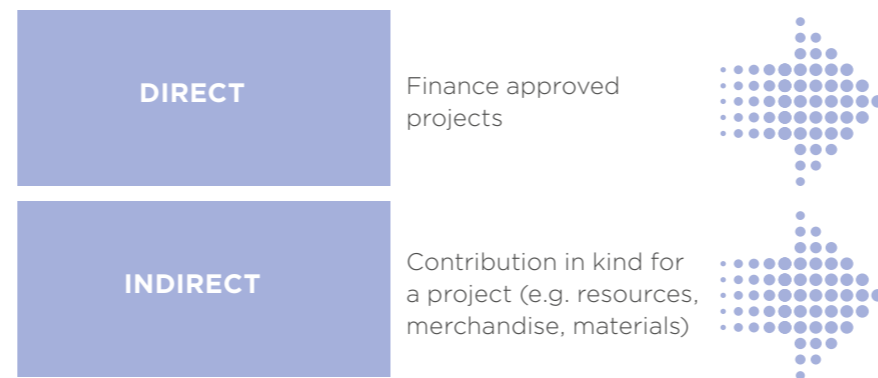
Show measurable results in the short-, medium- and long-term

04

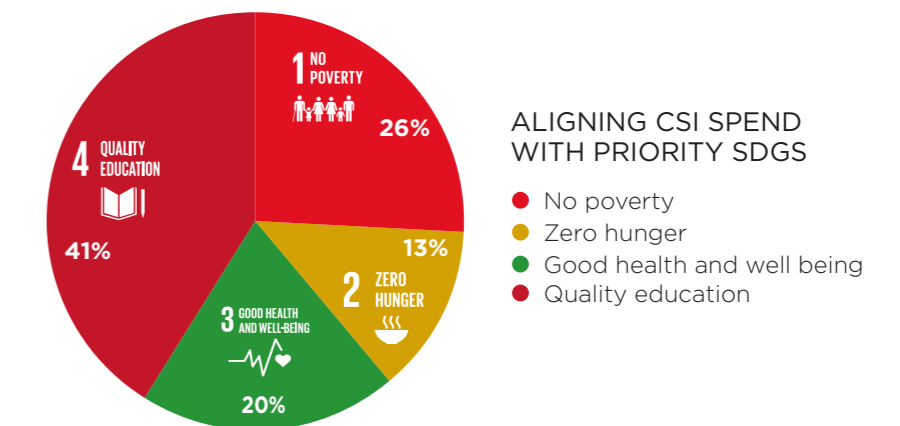
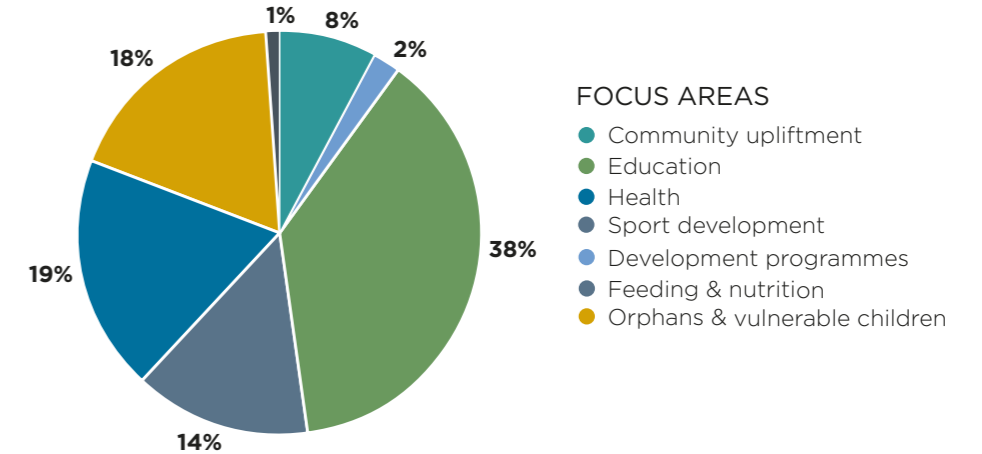
Create a win/win relationship between us and our beneficiaries

Although primarily focused in South Africa, the programme includes communities in the neighbouring countries of Botswana, Lesotho, Namibia and Eswatini where the Group has a retail presence.

The Group is committed to direct and indirect financial investment in socially responsible initiatives and activities and allocates funds throughout each financial year for this specific purpose.



We aim to invest 1% of our Group after-tax profits on socio-economic development initiatives. This spend is reviewed and approved annually and the Group has a proven history of achieving 100% for this element on the B-BBEE scorecard.



# Sustainability report

CASE STUDY



## LEARNERSHIPS – A SUCCESSFUL PARTNERSHIP WITH redACADEMY

Lewis is committed to supporting and uplifting young people who may not have the opportunity to study in formal tertiary education. The Group sees strategic value for the country in fast-tracking young people onto the career ladder.

Based in Cape Town, redAcademy is hosted by redPanda Software, an enterprise software developer and technology partner of the Group.

As part of the partnership for the one-year Career Sprint, candidates known as “Sprinters”, spend a six-month period engaging with software project development and delivering real-world tech solutions for the Group as a whole.

By developing solutions based on the organisation’s operational process and with their IT needs in mind, the Sprinters acquire invaluable knowledge and skills that prepare them to enter a career in the tech industry and has made a meaningful difference in their lives.

### Celebrating bright futures

On 31 May 2023, redAcademy celebrated the successful graduation of its first cohort of Sprinters as Junior Software Developers, all with permanent roles within a software development organisation.

Jessica Hawkey, Managing Director of redAcademy expressed her gratitude to Lewis Stores (Pty) Ltd for their visionary leadership and steadfast commitment to investing in the future talent of South Africa. She also acknowledged the invaluable contribution of redPanda Software, for hosting the academy and providing ongoing mentorship to the Sprinters.

“Lewis Stores (Pty) Ltd’s partnership with redAcademy goes beyond mere collaboration; it is a testament to their shared mission of empowering South Africa’s youth and transforming the country’s tech landscape,” said Hawkey.

## Simbongile Dyi’s story

I am grateful to organisations like the Lewis Group for investing in the South African youth like me who come from a disadvantaged background. Through their support I was able to complete the learnership and successfully transition from being a construction worker into being a skilled employee.

I am most appreciative of the opportunity to study, and to be able to work on and deliver real world projects while in training. I was given the chance to grow and show my skills by working on a project that was implemented at the stores.

To be part of this exciting industry and the technological change that is taking place worldwide is a great privilege.



# Sustainability report

## Key projects



**South African Education Project (SAEP)** works with 135 educare centres to assist them in becoming self-sustainable and allowing them to deliver quality early learning services to children in the Western Cape township of Philippi. In 2023, the Nomxabiso Educare for Disabled Children and Aftercare Centre lost an entire section of their roof due to storm damage, leading to various external and internal structural damages. The Group partnered with SAEP to rebuild the facility and save them from deregistration and possible closure.



Through the **Peninsula School Feeding Association**, the Group continues to support 11 adopted schools in the Western Cape where meals for approximately 1 200 children are provided each school day.



The Group assisted with the refurbishment at the prestigious **Bill Hoffenberg Seminar Room at Groote Schuur Hospital**. The upgrades have introduced the capacity to function as a hybrid resource offering online and in-person training and research, multiplying its outreach through tertiary and professional training.



Lewis Group annually supports **TSIBA Business School**, an accredited higher education institution offering undergraduate and postgraduate business qualifications as well as informal short courses in leadership, entrepreneurship, and commerce. This year full bursaries are provided to 10 students. To date we have provided employment to 28 sponsored TSIBA students within the Group.



The **Alan Smart scholarships** honouring the memory and legacy of the Group's late chief executive officer funded two scholarships this year.



The Group's support provides 138 children with essential basic requirements through its association with **Children of the Dawn (COTD)**. These include educational support, food, clothing, hygiene products, transport, aftercare, emotional and moral support, health matters including management of HIV/AIDS symptoms and other *ad-hoc* projects. This programme benefits children across Limpopo, Mpumalanga, Eastern Cape, KwaZulu-Natal and the Free State.



**Sibusiso Madonsela, a beneficiary of such support**, completed his BSc (Honours) degree in Mining Engineering at Wits University and is currently employed as a mining management trainee.

"I strongly believe that the sponsorship provided to COTD should continue to grow, as it enables children from disadvantaged backgrounds to realise their dreams. Many professionals, including myself, have emerged from COTD's programmes, showcasing the organisation's transformative impact. In conclusion, COTD's work in empowering children from disadvantaged backgrounds and nurturing their aspirations is truly remarkable. I am testament to the organisation's impact, and I am immensely grateful to everyone, including the Lewis Group, who has contributed to my growth and success thus far."