



COMPANY PROFILE



Your partner of choice for personal protection in the workplace since 1998

✉ info@selectppe.co.za

🌐 www.selectppe.co.za

Your trusted partner for the seamless supply
and delivery of Personal Protective
Equipment (PPE), Everyday, Everywhere, Every Item.



COMPANY PROFILE



Protecting People Everywhere

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Your partner of choice for personal protection
in the workplace since 1998

About Us

Since 1998, Select PPE has been the trusted partner for workplace personal protection. Our vision is to be Africa's leading safety partner by delivering innovative products and services that empower our customers to make informed decisions; ensuring the protection of people every day.



We are a leading provider of high-quality, application-specific protective solutions, dedicated to safeguarding the people we serve. Our expertise spans multiple industries.



Our Head Office and Main Warehouse are strategically located in Randfontein, Gauteng, South Africa, ensuring optimal service and support for our customers.



Our Primary Activities

- Sourcing and distributing Personal Protective Equipment to customers and their employees across the African continent.
- Monitoring the individual usage of PPE per employee based on specific job requirements and maintaining documented proof of legislative compliance.
- Solving customers PPE challenges by offering tailor made and customer specific solutions with our wide range of service offerings including software which provides real-time information on all issued.
- Full VMI solution tailored for customer specific requirements.



Our Mission

Protecting People Everyday.



Our Vision

To be Africa's Primary Safety Partner; adding value to our customers' decision making; offering unique products and services.



We Uphold The Highest Standards Of Integrity At All Times.

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Our Values

Our Values are interdependent of each other.



Community

As part of our social responsibility, we believe in giving opportunities to the community and become a self sustaining society.



Customer Service

We value our customers & they deserve our timely service. We are responsive and proactive in meeting their needs.



Change

We embrace innovation & drive change with open minds to improve our offering.



Trust

Our success is dependent on the continuous building of trust with all stakeholders decisions.



Teamwork

We respect each other's opinions while we work together so that we can all benefit.



Safety

We believe in a safe working environment for both our clients and employees.



Personal Development & Motivation

We value growth through learning, feedback, coaching and mentoring. Empowering and motivating each other is our core focus.



Honesty & Communication

We build open & honest relationships through trust & communication in all our dealings. We always maintain the highest levels of integrity.



Commitment

We work with urgency, accuracy and commitment to be successful on all fronts.



Integrity

We are committed to operating on the same high standard of integrity in all aspects of our business.



Recognition

We recognize & reward each others contributions to achieve beyond and above.



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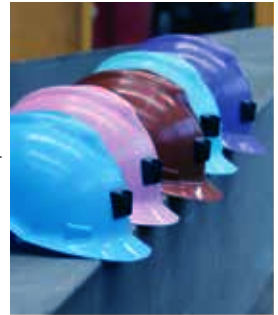
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Company Overview

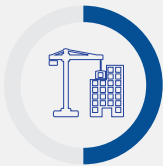
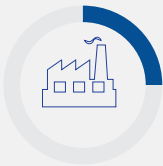



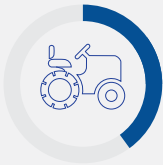
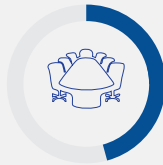

Leading the advancement of personal protective equipment (PPE) distribution and integrated safety solutions across Africa, our strategic vision is to become the continent's definitive safety partner. We are committed to empowering our clients with cutting-edge products, expert insights, and unparalleled services, enabling them to make robust, informed safety decisions. Our fundamental purpose is unwavering: to ensure the daily protection of every individual. Our dedicated team of over 371 professionals, combined with a vast operational network of 144 onsite stores and five strategically sited distribution hubs, guarantees swift, reliable service delivery to our diverse clientele throughout Africa.

As the leaders in advancement of PPE distribution and integrated safety solutions across Africa, we take pride in:


- **Strong Industry Relationships** – Trusted partnerships with key stakeholders.
- **Established Brand** – A well-recognized name synonymous with quality and reliability.
- **Extensive Infrastructure** – Strategically located facilities to optimize service delivery.
- **Innovative Technology** – Proprietary **ppe365.net** system for real-time monitoring and compliance.
- **Specialized Expertise** – Deep industry knowledge ensuring the best protective solutions.
- **Pioneers in Women's PPE** – Advocating for inclusivity and tailored safety gear.
- **Unmatched Professionalism** – Delivering excellence with integrity and commitment.
- **Regulatory Compliance** – Ensuring full adherence to industry and legislative standards.



We have grown into a dynamic organization serving a diverse range of industries, including:

<p>Construction</p> 	<p>Manufacturing</p> 	<p>Mining</p> 	<p>Medical</p> 
<p>Petroleum</p> 	<p>Agriculture</p> 	<p>Corporate</p> 	<p>Hospitality</p> 

Our primary activities

 <p>Supplying PPE Across Africa We source and distribute premium Personal Protective Equipment across Africa, ensuring worker safety.</p>	 <p>Tailored Solutions & Real-Time Insights We solve PPE challenges with tailored solutions and real-time tracking software.</p>
 <p>Usage Monitoring & Compliance Our system monitors PPE usage per employee, ensuring compliance with job requirements and regulations.</p>	 <p>Comprehensive VMI Solution Our VMI system is customized for seamless, customer-specific PPE management.</p>

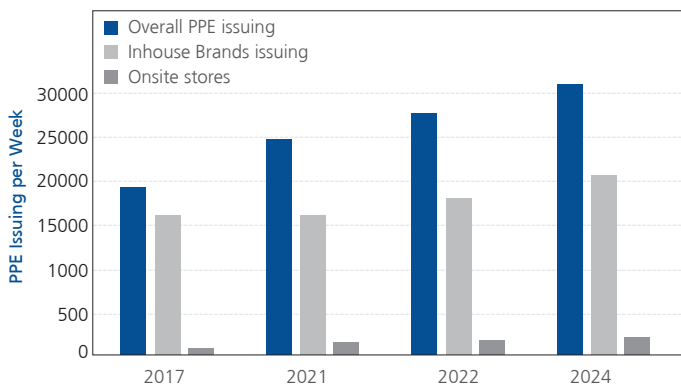
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Company Footprint



PPE Market Share



Select PPE operates in South Africa, Botswana, Burkina Faso, and Guinea, with a growing customer base in Ghana, DRC, Kenya, Lesotho, Mozambique, and Zimbabwe. Our extensive distribution network includes two main distribution centers and five bulk stores across four South African provinces, ensuring efficient service delivery—even in remote areas. Additionally, we maintain bulk warehouses in Botswana and Burkina Faso to support local distribution.

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Global Consumption

Trusted by clients across continents, our products are integral to operations in various global industries, reflecting our dedication to delivering advanced quality, uncompromising safety, and consistent high performance.

<p>135</p> <p></p> <p>Partners</p> <p>We maintain long-term partnerships with manufacturers to ensure consistent high-quality products and services.</p>	<p>60</p> <p></p> <p>Deliveries</p> <p>We facilitate weekly deliveries across Africa, ensuring timely and efficient distribution of our products.</p>	<p>144</p> <p></p> <p>Onsite Stores</p> <p>Our onsite stores are strategically located across Africa, ensuring convenient access to products and services.</p>	<p>200</p> <p></p> <p>Multi-Brands</p> <p>Total number of brand portfolios we offer under one roof.</p>
<p>05</p> <p></p> <p>Warehouses</p> <p>Strategically placed distribution warehouses ensure efficient service.</p>	<p>30000</p> <p></p> <p>PPE Issuing</p> <p>Estimated weekly PPE issuance to end users/employees.</p>	<p>01</p> <p></p> <p>Innovation</p> <p>Vendor Managed Inventory software system tailored to customer needs.</p>	<p>08</p> <p></p> <p>Inhouse Brands</p> <p>Strategically designed to offer quality, affordability, and a premium range of PPE.</p>



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Meet the Team

Management's focus is on understanding and delivering customer requirements, responsible for making strategic decisions, driving growth and ensuring the company's success which is achieved in partnership with our customers.



PEET PIETERSE
Chief Executive Officer
Group



ERIKA STOLS
Finance Director
Group



THAKANI TSHIVHASE
Non Executive
Director



DIANE LOGANATHAN
Sales Director SA



KHETHIWE MALEVU
HR & Transformation
Director Group



OATILE MOKHASI
Customer Liaison and
Africa Development
Director Group



DEBBIE JOYNT
VMI Operations Director
SA



Major Services

Our service offerings can be tailored as standalone solutions or combined to create a customized client package.



Custom PPE Solutions

Select PPE offers custom PPE solutions tailored to your industry, safety requirements, and branding needs. From design and material selection to full regulatory compliance, we provide durable, high-performance protective equipment for industries such as construction, manufacturing, mining, and healthcare. Simply share your requirements, and we will design and deliver a PPE solution built for your business.



VMI Onsite Store using ppe365.net

Select PPE formulated a 'PPE Solution' to help employers comply with industry and regulatory requirements. This solution consists of an On-site store at the customer's premises. Together with its customers, Select PPE determines an Issuing Protocol (IP) matrix which stipulates the rules under which PPE will be supplied. The IP allows the customer to determine the specific PPE requirements for each employee in line with their specific job function, accessible from anywhere with a reliable internet connection. This on-site store solution can be fully managed by Select PPE or the customer can appoint a dedicated person who will be trained on how to use the solution and issue the PPE by themselves.



Consignment Stores

Consignment store stock is stock legally owned by Select PPE, but held by the customer at their location/ store. The customer has access to the goods in the consignment warehouse at any time. They are only invoiced for the goods that have been removed from the agreed storage area during a monthly reconciliation stock-take. The customer can choose to make use of the ppe365.net solution as well to issue this consignment stock for controlling purposes.



ppe365.net(VMI)

Select PPE developed an online "PPE Solution" assisting employers in keeping record of PPE issues, control PPE costs, report on historic and plan future PPE usage in real-time. This online application allows for live reporting to Select PPE and their clients.

All of the below offerings can be a single or a combination of multiple solutions and can be combined as a client offering.

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Major Services



Retail Stores

Select PPE entered into the retail industry during the year of 2014, offering a wide variety of personal protective clothing and equipment.



Container

Don't have space for an onsite store? This option will solve the problem. SA container sized to your needs will be placed on-site and be equipped as an on-site store, where easy access can be gained to your PPE needs.



Direct Sales

Select PPE also caters for clients who do not have the capacity to host an on-site store or have a retail store closely situated to their premises but require the fundamentals of the Select PPE service. This offering also assist with clients who have an agreed product list on contract using on-site stores, but requires ad-hoc items on an off-contract basis by means of special purchase orders raised.

Our business model is primarily based on securing supply contracts with key customers followed by establishing store presence at the customer sites to meet their PPE needs, of which 80% is long-term contract based.

Select PPE then distributes products to the customer employees based on the legislative requirements, customer needs and individual job specifications through our in-house developed PPE issuing and management system, ppe365.net.

On-site stores at client sites are serviced from the national distribution center or bulk stores nearby. Each contract has a specific range of PPE that must be supplied to the employee, Select PPE® then tracks the usage of that PPE



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What is ppe365.net?

Ppe365.Net System - Vendor Managed Inventory Solution (VMI)

PPE365.net is a comprehensive online PPE management system designed to streamline compliance with industry and regulatory requirements while optimizing PPE allocation and usage in real-time.

A key feature and competitive advantage is our complete Onsite Store solution, powered by our proprietary Vendor Managed Inventory (VMI) system, PPE365.net.

This service encompasses the supply and delivery of personal protective equipment (PPE), including issuance, record-keeping, tracking high-value items, identifying top PPE consumers, and conducting monthly management report discussions to drive cost-saving initiatives. Our PPE management solution offers a responsive, flexible, and cost-effective outsourced approach, ensuring seamless procurement, distribution, control, and on-site tracking of customer-specified safety products. By leveraging application-specific expertise, we enhance worker protection through regulatory compliance, comprehensive documentation support, and reduced liability risks.

Key Features of Our Web-Based PPE Management System

- **Accessible Anywhere** – A web-based platform available from any location with an internet connection.
- **Online PPE Issuing** – Efficient tracking and issuing of products per employee.
- **Specialized Equipment Management** – Issuing and tracking of specialized PPE.
- **Authorization Control** – Items falling outside the standard issuing protocol require approval.
- **Bulk Purchase Control** – Customers can manage and control specific bulk purchases.
- **Flexible Payment Options** – Supports debit/credit card transactions for personal purchases.
- **Cost Efficiency** – Monitored and controlled PPE usage to drive cost savings.
- **Live Reporting** – Accurate, real-time reports on PPE issued to employees.
- **Centralized Data Management** – Live history tracking across multiple sites via a unified database.
- **Optimized Inventory Management** – Automated re-ordering suggestions for efficient procurement.
- **Redundant PPE Management** – Tracking and measuring the return of unused PPE for proper disposal.
- **Quality Control** – Monitoring and tracking predefined reasons for PPE replacements.
- **Continuous Innovation** – Constant system improvements within an agile development environment.
- **Automated Notifications & Reports** – Various alerts and reports for proactive management.
- **No Capital Expenditure** – Eliminates costs related to server infrastructure and maintenance.



Tried-and-tested, fully VMI (Vendor Managed Inventory) solution tailored for customer-specific requirements, assisting employers to alleviate the burden on their procurement of personal protective equipment (PPE).





















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Our Products Portfolio






Our product portfolio encompasses a diverse range of product, strategically designed to cater to various industries, allowing us to provide comprehensive solutions that address their varied needs while maintaining a strong focus on understanding and delivering customer requirements.

Our vision is to be Africa's primary safety partner, by adding value to our customers' decision making in offering unique products and services related to personal protective equipment resulting in protecting people everyday.






					
Body Protection	Head Protection	Eye Protection	Fall Protection	Hand Protection	Outdoor Clothing
					
Arc Protection	Ear Protection	Respiratory Protection	Hospitality	Agriculture	Corporate Clothing
					
Body Protection	Road Safety Equipment	Chemicals	Security Clothing	Healthcare Equipment	Foot Protection

Customer Support Solutions

Select PPE's services extend beyond the above offerings, with enhanced customer support solutions available where practical and operationally feasible, including but not limited to the following:

-  Basic risk assessment performed in partnership with the supplier
-  Collaboration on community-focused initiatives in support of client CSR goals
-  Access to a Knowledgeable Product Specialist
-  Custom Embroidery Services
-  Onsite PPE Waste Management

Additional services at onsite stores solutions:

-  Laundry
-  Stationery
-  Special issuing e.g fee shift/gifts
-  Tools
-  Checklist control

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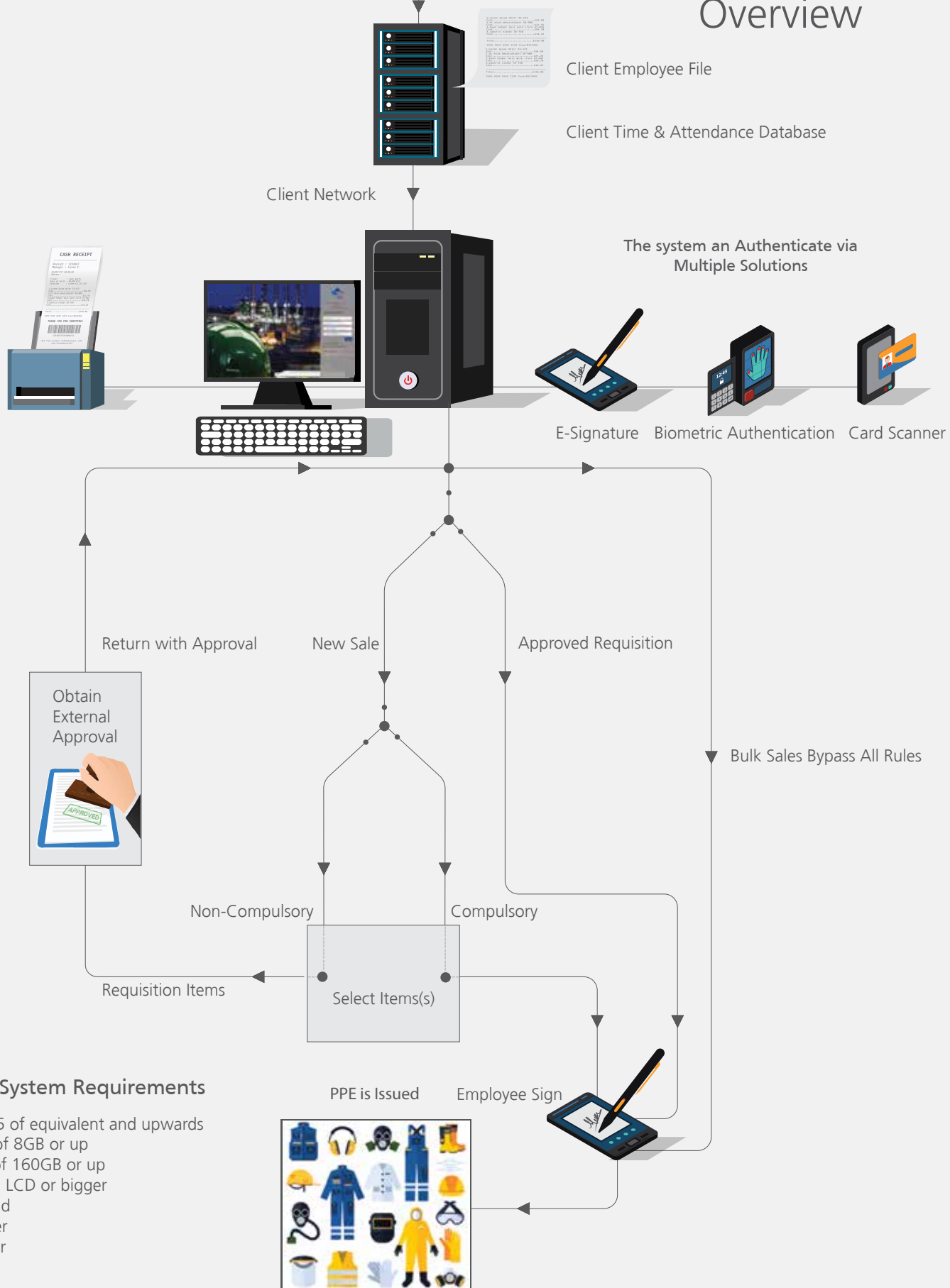


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System Process Flow Overview










Hardware System Requirements

- CPU Intel I5 of equivalent and upwards
- RAM Min of 8GB or up
- HDD Min of 160GB or up
- Screen 17" LCD or bigger
- Signature Pad
- Card Scanner
- Epson Printer

ppe365.net's Competitive Edge

By prioritizing innovation and user-centric design, PPE365.net sets a new standard for PPE management solutions, empowering businesses to thrive in a dynamic environment enforcing key components such as;

<h3>Precision Cost Management</h3> <p>Leverage sophisticated cost management tools to gain precise insights into PPE usage patterns and expenses, facilitating strategic budget optimization.</p> 	<h3>Unmatched Compliance Solutions</h3> <p>Experience advanced tracking and record-keeping capabilities that provide unparalleled visibility into your PPE inventory, enhancing accountability and transparency.</p> 	<h3>Proactive Monitoring</h3> <p>Stay ahead of the curve with real-time monitoring features that enable proactive management of PPE inventory levels, ensuring readiness for any scenario.</p> 	<h3>Advanced Tracking And Documentation</h3> <p>Our platform offers unparalleled compliance solutions, ensuring seamless adherence to industry and regulatory PPE standards.</p> 
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<h3>Unique Differentiators Strategic Planning Assistance</h3> <p>Utilize our platform's robust planning tools to forecast future PPE needs based on historical data and emerging trends, positioning your organization for long-term success.</p> 	<h3>Actionable Insights</h3> <p>Unlock actionable insights from comprehensive reporting functionalities, empowering you to make informed decisions and drive continuous improvement in PPE management practices.</p> 	<h3>Real-Time Monitoring</h3> <p>Monitor PPE usage in real-time, enabling you to proactively manage inventory levels and respond to changing needs promptly.</p> 
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Primary Activities

Select PPE has built a strong reputation and extensive customer network by delivering high-quality service and tailored PPE management solutions. Our system ensures compliance by documenting and securely storing proof of adherence to legislative requirements.

Industry Leader



The leading distributor and manager of PPE in South Africa.

Trusted by Blue-Chip Clients



Long-standing relationships with major corporations.

Strong Market Presence



Recognized brand with a solid reputation.

Extensive Infrastructure



Physical presence at client sites for seamless service delivery.

Advanced IT System



Proprietary ppe365.net platform for PPE monitoring and management.

Experienced Leadership



A seasoned management team driving innovation and excellence.

Comprehensive Safety Solutions



Beyond distribution, we offer end-to-end PPE management to ensure workplace safety.

Diverse Customer Base



Serving major players in Oil & Gas, Petroleum, Manufacturing, Agriculture, and Mining.

Contract-Based Stability



Strong client relationships with a predominantly contract-based business model.

Data-Driven Insights



ppe365.net provides historical data, tracking employee PPE usage and forecasting replacement needs.

Reputation for Excellence



Success built on high-quality service and tailored PPE management systems.

Regulatory Compliance & Documentation



Our systems track PPE issuance, ensuring compliance with legislative requirements.

Market Awareness



Continuous evaluation of industry trends and product innovations.

Agile & Customer-Focused

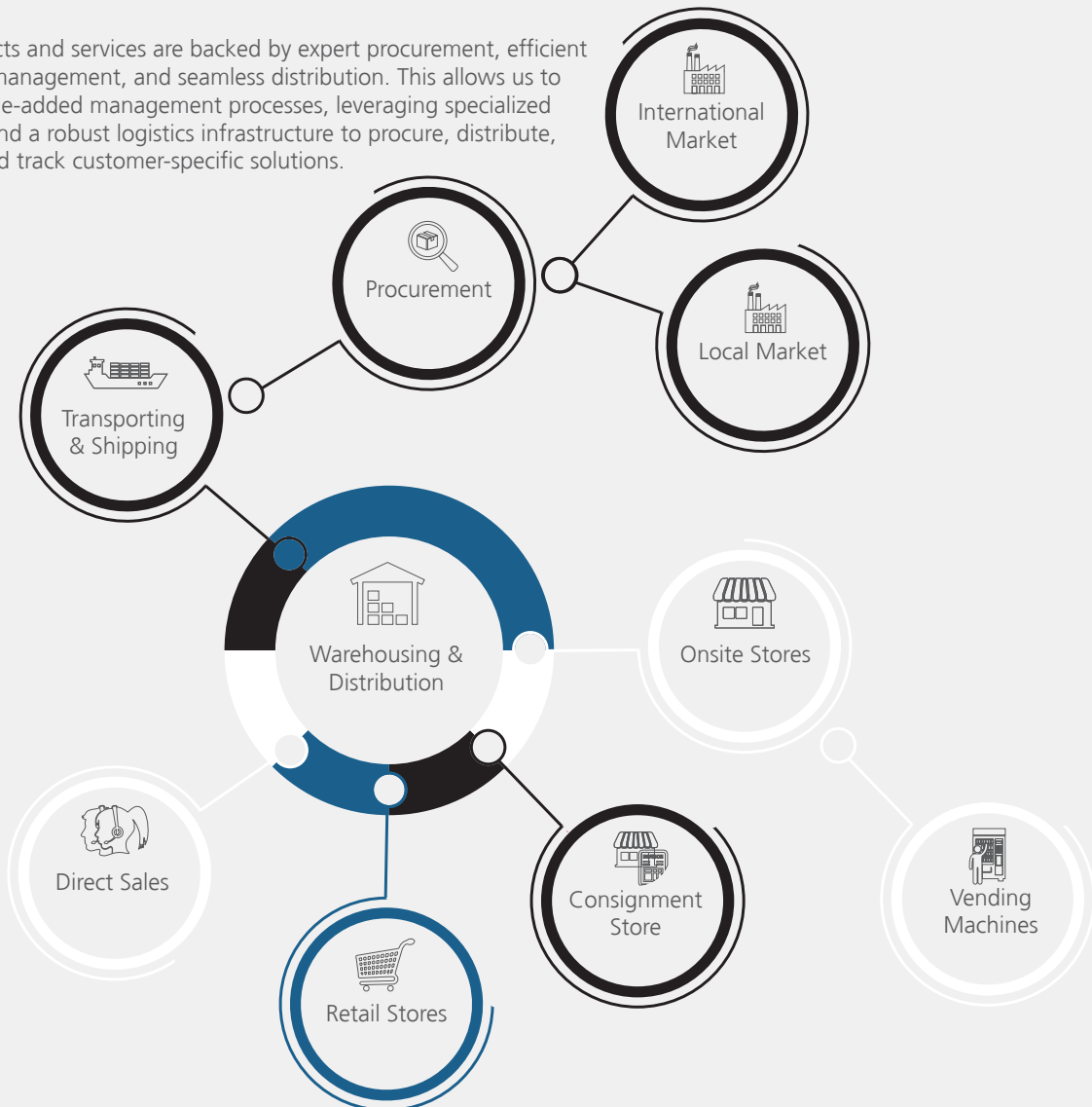


Fast, flexible, and innovative in adapting to customer needs and achieving KPIs.

Distribution Channels

Supported by expert procurement, streamlined inventory management, and seamless distribution.

Our products and services are backed by expert procurement, efficient inventory management, and seamless distribution. This allows us to deliver value-added management processes, leveraging specialized expertise and a robust logistics infrastructure to procure, distribute, control, and track customer-specific solutions.



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Quality Control

Our Quality Department has specifications of the original samples of products as received by the supplier. A system of maintaining standards in manufactured products by testing a sample of the output against the specification and original sample. The QCS is designed to assist with the identification, interaction, control, monitoring, analysis and improvement of personal protective equipment products.

Quality Control System (QCS)



Quality Department

- Specifications of original sample at quality department – product picture, approval, test report, technical datasheet.
- Continuously monitoring and measuring products.
- Random samples to be picked from our distribution centers and checked on a weekly basis against original sample and product specification.

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Quality Control

3 basic phases within our Quality Control System (QCS) System:

1 Prevention Action

Original Product Sample Storage:

The original product sample (Golden Sample) is securely stored at the Quality Department.

Product Specifications & Documentation:

The Quality Department maintains detailed specifications of the original sample, including:

- Product pictures
- Approval documents
- Test reports
- Technical data sheets

Ongoing Quality Monitoring & Measurement:

- Random product samples are selected from the Distribution Center (DC) on a weekly basis.
- These samples will be assessed against the original sample and product specifications.
- Any deviations from the set quality standards will be documented and addressed accordingly.

2 Customer Satisfaction

- Select PPE aims to maintain a customer satisfaction target rate of 80%.
- In cases where this target is not met, a thorough investigation will be conducted.
- This process will involve engaging the relevant supplier to identify and implement a suitable solution that aligns with the customer's expectations and resolves the issue effectively.

3 Non-Conformity

In the event of a product failure or complaint, all non-conformities will be thoroughly reviewed to develop corrective actions aimed at eliminating the root cause and preventing recurrence. The process includes the following steps:

- **Identifying the Cause** – Analyzing the non-conformity to determine its root cause.
- **Evaluating Corrective Action** – Assessing the need for action to prevent recurrence.
- **Implementing Solutions** – Executing the necessary corrective actions.
- **Recording Actions Taken** – Documenting the measures implemented and their effectiveness.
- **Providing Customer Feedback** – Communicating the final resolution to the customer.



Select PPE conduct regular testing against relevant standards, ensure proper user information and product marking, and implement a robust system for inspection, maintenance, and replacement of PPE, as well as proper training for users.



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Exclusive Brands



Force Protective Gear, is the new economy house brand from Select PPE that has been strategically developed as a high-quality economy range of PPE and Workwear for Africa. The new brand offers entry level PPE without compromising the safety of the user. The force Protective Gear brand strikes an attractive balance between affordability, strength and safety in any industry, where personal protective equipment is a requirement.



Welcome to the new intermediate house brand from Select PPE: **Pride Protective Gear**. This bold new brand has been strategically developed as a value offering in the Personal Protective Equipment and Workwear market in Africa. The new brand offers quality PPE products and workwear that ensure superior value for money without compromising the safety of the wearer. It is our intention that the Pride Protective Gear brand becomes synonymous with value, strength, safety and comfort in any industry where personal protection is a requirement.



Our premium house brand from Select PPE: **Storm Protective Gear**. The Storm brand has been strategically developed as a premium offering in the Personal Protective Equipment and workwear that ensures the highest level of safety and comfort manufactured from the best materials.



Our new Smart, Tough and Reliable innovation from Select PPE: **The Armourdillo hard hat** is a lightweight ABS plastic brand that strikes an attractive balance between rigidity and protection. This versatile tough nut to crack brand has been strategically developed as a value offering in the Personal Protection Equipment and Workwear market. We proudly offer this unique hard hat of extreme quality that the end user can confidently wear in the workplace and have the utmost protection.



Introducing Select PPE's "new force to reckon with" brand, the **crocodile brand** stands out amongst its competitors as unique, good quality, and skillfully developed for comfort, value, style, manufactured from the best materials by the finest master tailors.



Introducing our newly reinforced brand, designed to ensure worker safety at all times. Strategically developed for longevity and durability, our brand sets a new standard in the Personal Protective Equipment and Workwear market.



Pronounced: E-Von (derived from Yvonne Chaka Chaka), a internationally recognized South African singer, songwriter, entrepreneur, humanitarian and teacher. Dubbed the "Princess of Africa", Chaka Chaka has been at the forefront of South African popular music for 27 years and has been popular in Zimbabwe, Kenya, Gabon, Sierra Leone and Ivory.



The Brand name "Rinkhals" keeping true to its snake specie only found in South Africa, is a true reflection of a proudly South African brand.

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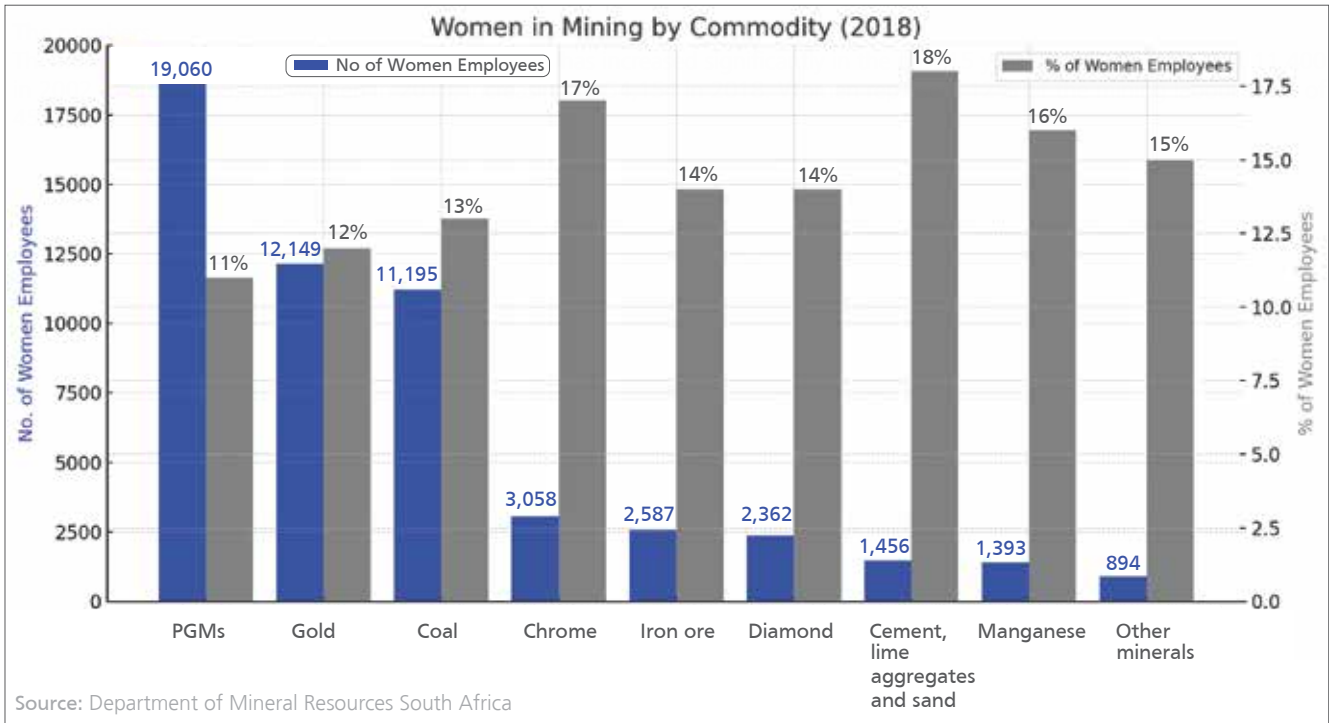
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Empowering Women in Industry



Safety should be inclusive—because protection fits best when it's designed for you.

Historically, PPE was designed with a "one-size-fits-all" approach, primarily based on male body shapes. This resulted in significant discomfort for females across various sectors, as standard PPE did not accommodate their unique body structures. To uphold our vision of adding value to our customers, Select PPE® South Africa has partnered with leading researchers to develop innovative, female-fit PPE solutions. Through this initiative, we aim to enhance comfort, safety, and awareness of the importance of gender-specific PPE in the workplace.



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Fit for PPE

Optimized Eye Protection for Women

Higher levels of testosterone in men result in a thicker bone structure, leading to wider, more prominent jaws, chins, and cheekbones. Traditional eye protection, often designed for male facial structures, may not provide the best fit for women.

The solution: A curved wrap-around design that ensures optimal all-round eye protection, specifically tailored to fit a woman's face comfortably and securely.

Ergonomic Harness Design for Women

Female bodies have distinct curves and smaller proportions compared to male bodies, making traditional harness designs less effective and uncomfortable.

The solution: A specially designed harness that accommodates the natural contours of the female body, featuring smaller sizing to ensure a secure, comfortable, and optimal fit for enhanced safety and mobility.

Enhanced Sleeve Design for Women

Women generally have a smaller wrist area compared to men, which can lead to loose-fitting sleeves that compromise safety and comfort.

Safety boots Designed for Women's Comfort

Women's calf muscles are positioned lower on the leg and tend to be wider than men's, making standard gumboots restrictive and uncomfortable.

The solution: Wider calf gumboots designed for a better fit and improved comfort, featuring a pink identification for easy recognition.



Head Protection Designed for Women

On average, women have smaller skulls than men, with a 1.3 cm difference in size. Standard headgear often results in poor fit, discomfort, and reduced safety.

The solution: A smaller Fast-Trac Inner (48-57 cm), compared to the standard medium size (52-64 cm) available in the market. This ensures a secure, comfortable, and properly fitted helmet for enhanced protection and wearability.

Dust Mask Designed for Women

Women generally have smaller, shorter noses with a narrower bridge and nostrils compared to men. Standard dust masks may result in poor fit, discomfort, and reduced effectiveness.

The solution: A smaller, ergonomically designed dust mask that provides a secure and comfortable fit while ensuring optimal respiratory protection.

Compliance: Meets the minimum safety specifications set out in SANS EN149:1991.

Workwear Designed for Women's Anatomy

Women's pelvic bones are shorter, more rounded, and more flexible to accommodate gestation and childbirth. This results in a wider hip area, making standard PPE uncomfortable and restrictive.

The solution: A specially designed female-fit workwear that includes:

Higher waist and wider hip trousers for a comfortable, secure fit.

Jackets with a longer body, wider chest, and shorter sleeves, featuring a hip split to accommodate a wider hip area.

100% cotton fabric for breathability and effective evaporation, ensuring comfort and durability.

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Local Economic & Social Development Plan



Select PPE Group
Economic Local & Social
Development



Skills, Training &
Development Projects



ESD Projects



Social Development
Projects

Strategy

1- Empowering Small Businesses for Sustainable Growth

Small businesses contribute 42% to South Africa's GDP and make up 98% of companies in the country. However, with only a 9% survival rate over 10 years, it is crucial to prioritize Enterprise and Supplier Development (ESD) to support their growth and sustainability.

At Select PPE, we are committed to **empowering entrepreneurs** through our ED & SD programs, aligning with the government's National Development Plan. We actively engage with businesses in our communities, driven by the belief that **as we rise, we must lift others**.

The Enterprise and Supplier Development element of the BBBEE scorecard accounts for 40% of the total points, making it a strategic imperative for our company. When approached effectively, it serves as a **key competitive differentiator**, ensuring long-term success for both our business and the communities we support.



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Local Economic & Social Development Plan

Plan

At Select PPE, our Enterprise and Supplier Development (ESD) program is designed to enhance economic sustainability by empowering SMMEs and fostering long-term business growth.

Optimizing Procurement for Growth

Through rigorous procurement analysis, we have identified key opportunities within our supply chain to improve efficiency, cost-effectiveness, and strategic partnerships. **By addressing these gaps, we can:**

- Optimize procurement strategies for better performance.
- Identify and develop new business opportunities in local communities.
- Enhance market competitiveness while supporting job creation.

A Blended Approach to SMME Development

To drive sustainability and high performance, we provide a tailored support system to our ESD beneficiaries, which includes:

Executive Training: Equipping business owners with innovative thinking, agile decision-making skills, and the ability to scale their businesses effectively.

Mentorship: Providing one-on-one guidance from a Senior Executive in the same industry to offer strategic insights and growth support.

Business Development Support & Operational Tools: Offering customized resources based on business gap assessments, ensuring each business receives the necessary tools for success.

At Select PPE, we believe that supporting small businesses leads to job creation, economic upliftment, and a stronger, more sustainable future for the communities in which we operate.



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ED & SD Strategy & Plan

Procurement Analysis

- To ensure an understanding of our supply chain strengths and weaknesses.
- To also establish ways of working more efficiently, delivering our strategic intent.



Beneficiary Support

- Mentorship
- Establishment or strengthening of controls
- Business development support
- Funding



Beneficiary Gap Analysis

- To establish what qualifying businesses both within and without of our ecosystem might require.
- To be open to assisting with the establishment of businesses where qualifying businesses are not found.



- Early Payments of invoices in less than 15 days to help the SMME to be cash-flow effective.
- Access to Markets through opportunities within our supply chain and that of our clients.
- Collaborations with Select PPE as a delivery partner at client engagements.

Strategic Focus

Enterprise Development

- Support black ownership
- Develop and implement project plans for growth of beneficiaries
- Initiate and monitor skills transfer
- Partner with existing partners (suppliers/manufactures)
- Create Jobs

Supplier Development

- Support, Develop and Implement in demand projects of beneficiaries
- Create Jobs
- Initiate and monitor skills transfer

Mentorship & Development Plans & Programs

- Design, develop and implement mentorship and development programs
- Implement a 5-year training program for all related shareholders

ED & SD Projects

- Design, develop and implement community enterprise development projects.



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Social Development Project

Select PPE Reflective Bib Project: Prioritizing Children's Safety

1 At Select PPE, the safety of our children is a top priority. Through our Reflective Bib Project, we aim to enhance the visibility of school children, especially those who walk to school daily.

With the support of various donations, we are able to equip children with reflective bibs, ensuring they are more visible to motorists, reducing the risk of accidents. This initiative is not just a one-time effort—Select PPE is committed to continuing this project for as long as there is a need, because every child deserves to travel safely.

Proud Fathers project

2 The Proud Fathers Project is built on the core principles of protection, family, love, and responsibility—values that define a true father and husband. This nonprofit organization is dedicated to uplifting real men who actively raise their children, setting a strong example for future generations.

Through tireless and selfless efforts, the project encourages young men and fathers to be actively involved in community development and embrace their roles as proud and responsible fathers.

Select PPE is committed to supporting this initiative for as long as there is a need, ensuring that strong fatherhood remains a pillar of thriving communities.

Additionally, through our mobile store system, we ensure accessibility by delivering stock to various sites and predefined designated areas, bringing essential products directly to those who need them.

School Sanitary Project

3 Shadati distributed sanitary towels to young girls within the two schools namely: Sehlaku Technical High School (10 km from Modikwa Mine) and Ngwanangwato Secondary School in Steelpoort. Select PPE is very proud to be part of this initiative.

School Shoe Project

4 Many children attending schools face significant challenges, often coming from underprivileged backgrounds. A heartbreaking reality is that many of these children walk to school without proper shoes—or no shoes at all.

The JS Magalefa Foundation, a non-profit organization, is dedicated to changing this by sourcing donations and providing school shoes to children in their early development and primary school years.

Select PPE is proud to be part of this initiative, ensuring that these young learners have the basic necessities they need to walk to school with comfort and dignity, empowering them to focus on their education and future.

Save Haven Project

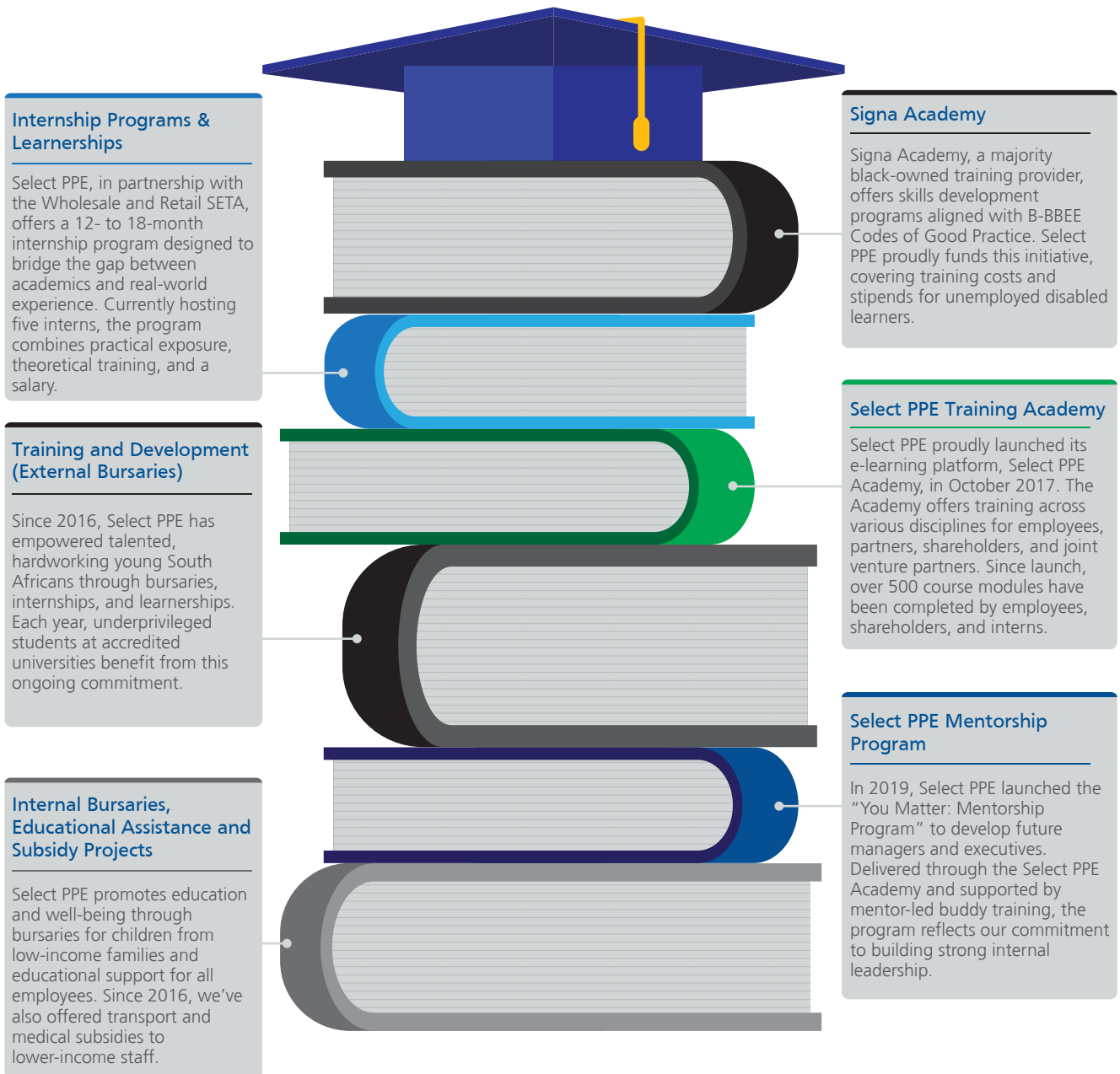
5 Some of our children have experienced tough circumstances at a very young and fragile age. Girls and Boys Town is dedicated to providing them with better living arrangements and access to quality education. Given the right environment and support, many of these children flourish and unlock their full potential.

Select PPE proudly prioritizes Girls & Boys Town as one of its annual beneficiaries, reaffirming our commitment to making a meaningful difference in the lives of these young individuals.



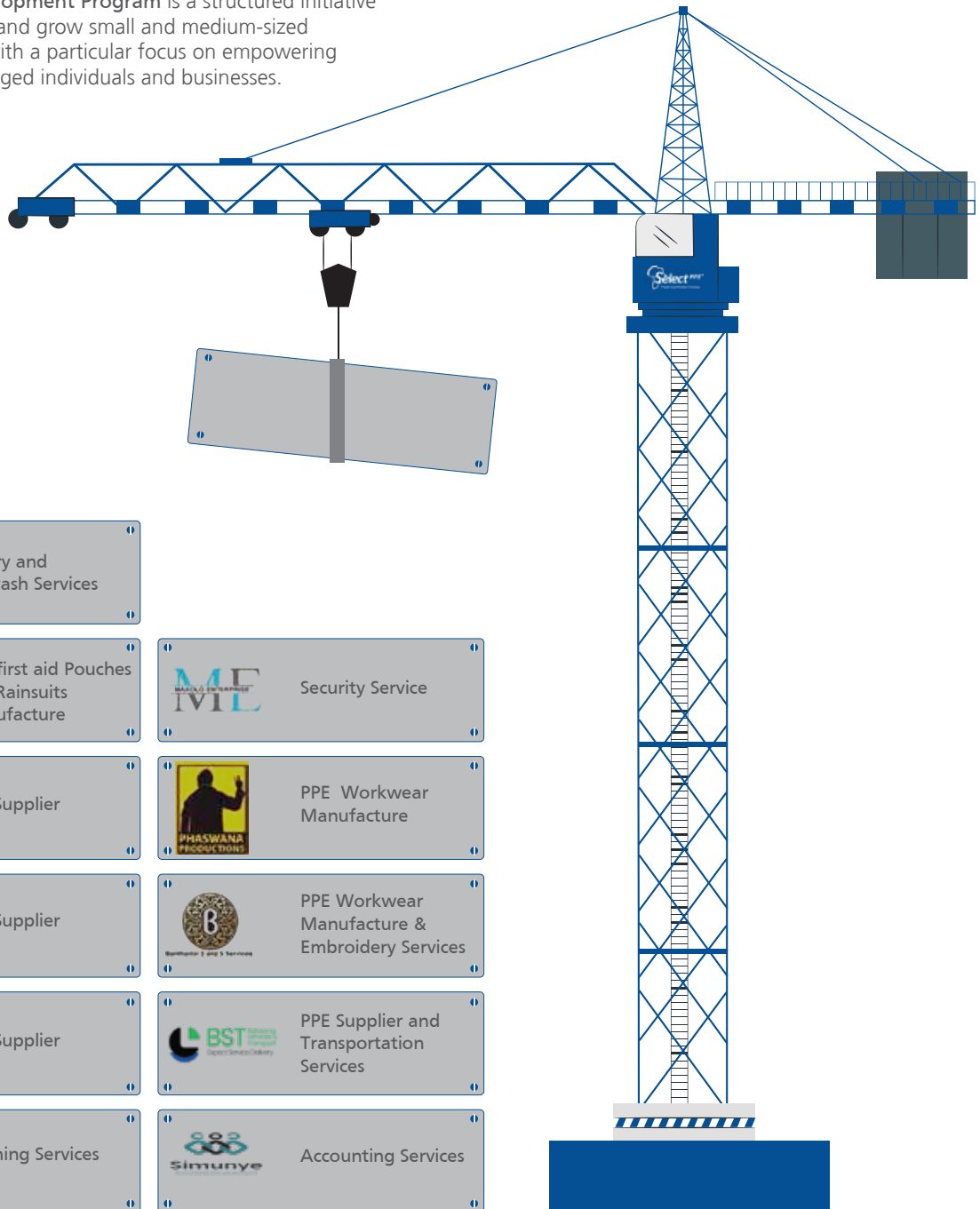
Skills Training + Development

Our initiative focuses on skills training and development to equip participants with the tools they need to succeed in the modern workforce.



Enterprise Development Program

Our Enterprise Development Program is a structured initiative designed to support and grow small and medium-sized enterprises (SMEs), with a particular focus on empowering previously disadvantaged individuals and businesses.



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We Pride Ourselves

27 Year of Excellence in Safety



For the past 27 years, Select PPE has been a trusted leader in the personal protective equipment industry, dedicated to safeguarding workplaces and empowering businesses with top-tier safety solutions. Our journey has been defined by:

- **Unwavering Commitment to Safety:** Ensuring workplaces are protected with high-quality PPE solutions.
- **Industry Expertise & Innovation:** Adapting to evolving safety standards and industry demands.
- **Exceptional Customer Service:** Building lasting relationships based on trust, reliability, and excellence.
- **Operational Excellence:** Streamlining logistics and procurement to deliver efficient and timely service.
- **A Legacy of Growth & Success:** Expanding our reach while staying true to our core mission of safety.

Pioneering Women in Mining



At Select PPE, we take pride in being at the forefront of advocating for women in industry and championing women's rights in the PPE sector. As a leader in the field, we have been instrumental in:

- **Researching, developing, and sourcing female-specific PPE** to ensure comfort, fit, and safety for women in the workplace.
- **Driving change in the industry** by raising awareness of the unique PPE needs of women across various sectors.
- **Empowering women in the workforce** by providing solutions that enhance safety, performance, and confidence.
- **Promoting inclusivity and equality** through continuous innovation and collaboration with industry partners.



Locally Manufactured Products



At Select PPE, we are committed to fostering strong relationships with local manufacturers to drive excellence in the PPE industry. Through these partnerships, we aim to:

- **Enhance Quality:** Collaborating closely with trusted manufacturers to ensure world-class safety standards.
- **Improve Turnaround Times:** Streamlining production and logistics for faster, more efficient service.
- **Ensure Efficient Delivery:** Optimizing supply chains to meet customer demands with reliability.
- **Support Better Working Conditions:** Advocating for ethical manufacturing practices that prioritize worker well-being.
- **Strengthen the Local Economy:** Investing in local businesses to drive sustainable economic growth.

Our Sustainability goals



As a responsible industry leader, we are committed to integrating sustainable practices into every aspect of our operations. Our sustainability goals focus on reducing environmental impact, promoting social responsibility, Energy Conservation and Renewable Energy, Sustainable Sourcing and Materials and ensuring long-term economic Sustainability.



Reducing environmental impact

- **Reduce Waste & Carbon Footprint:** Optimize packaging, minimize single-use plastics, and lower emissions.
- **Eco-Friendly PPE Solutions:** Increase the use of sustainable materials and recyclable PPE.
- **Waste Recycling:** Implement comprehensive recycling programs to minimize waste and promote sustainable disposal of PPE and other materials.



Social Responsibility

- **Employee Well-being:** Foster a safe, inclusive, and empowering work environment.
- **Community Engagement:** Support local initiatives, including education, healthcare, and employment programs.
- **Ethical Labor Practices:** Ensure fair wages, diversity, and equal opportunities.
- **Sustainability Culture:** Foster a company culture that values sustainability and encourages employee participation.



A Safer Workplace, a Healthier Planet.



Economic Sustainability

- **Innovation & Growth:** Invest in sustainable product development and digital transformation.
- **Responsible Supply Chain Management:** Maintain transparency and ethical sourcing practices.
- **Long-Term Partnerships:** Collaborate with stakeholders to drive sustainable industry change.

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Our Sustainability goals



Energy Conservation and Renewable Energy

Integrate energy-saving technologies across operations and warehouses to reduce consumption and lower our carbon footprint.

- **Energy Efficiency:** Invest in energy-efficient technologies like LED lighting, modern HVAC systems, and smart sensors.
- **Renewable Energy:** Transition to renewable energy sources like solar.
- **Energy Audits:** Conduct regular energy audits to identify areas for improvement and optimize energy consumption.



Sustainable Sourcing and Materials

- **Eco-Conscious Suppliers:** Partner with suppliers who adhere to environmental and social responsibility standards.
- **Sustainable Materials:** Choose materials with minimal environmental impact, such as recycled content or sustainably sourced wood.
- **Long-Lived Products:** Invest in durable, long-lasting equipment and materials to reduce waste and replacement cycles.

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Our Commitment



At Select PPE, we take pride in our accomplishments and remain dedicated to continuous improvement. Our success is built on key principles that drive our daily operations, ensuring excellence in every aspect of our business. We strive to:



With these guiding principles, we remain committed to setting new benchmarks in safety and service excellence.

-  **Provide Industry-Leading Safety Solutions:** Delivering high-quality personal protective equipment tailored to diverse industry needs.
-  **Prioritize Customer Satisfaction:** Building lasting relationships through exceptional service, reliability, and expertise.
-  **Innovate and Adapt:** Continuously improving our product offerings and services to meet evolving workplace safety standards.
-  **Enhance Operational Efficiency:** Streamlining logistics, procurement, and distribution to ensure timely and efficient service.
-  **Promote a Culture of Safety:** Advocating for best practices that protect and empower the workforce.

Beyond PPE: Empowering Safety Through Knowledge

At Select PPE, our commitment extends beyond simply supplying personal protective equipment. We believe in empowering the end user by providing:

Comprehensive Product Knowledge – Educating workers on how PPE is designed to protect them in their specific work environments.

Proper Care & Maintenance Guidelines – Ensuring users understand how to extend the lifespan of their PPE while maintaining optimal protection.

Hands-On Training & Support – Equipping individuals and businesses with the skills needed to use their protective gear effectively.

A Culture of Workplace Safety – Encouraging proactive safety practices to reduce risks and enhance overall well-being.

By going beyond supply, we ensure that every worker is not only equipped with the right PPE but also with the knowledge to use it effectively—because true protection starts with understanding and empowerment.



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