



160 years of sustainability and an eye to the future

Juta and Company (Pty) Ltd is the oldest publishing house in South Africa and, remarkably, remains true to its founder's intent to service education and legal information requirements. Consequently, for more than 160 years Juta and Company has been associated with quality Law, Education and Academic publishing in southern Africa. Drawing on our heritage of authority and excellence, Juta has remained relevant by embracing technological innovation and diversifying beyond publishing to offer e-learning and technology-driven information solutions.

At Juta, not only do we focus strategically on the long-term sustainability of the company, but we acknowledge our role in and responsibility to the sustainable development of South African education in the interest of economic prosperity, social upliftment and care for our environment.

Sustainability Report

As a successful for-profit enterprise, Juta is able to **support the fiscus** through the payment of company taxes and creates jobs for over 200 employees who collectively contribute over R22 million in personal taxes per annum.

Our authoritative legal and regulatory resources are indispensable to the effective rule of law and functioning of a **robust South African legal system**. Acknowledging our role and responsibility in promoting the healthy functioning of the legal environment and South African society in general, Juta Law champions a range of initiatives supporting the rule of law, legal writing and education, human rights, gender and equality causes. We also support legal practice by offering content and discounted access to essential law content for pupil advocates and the Legal Aid Board.

As South Africa's largest local publisher of academic textbooks, we enjoy a reputation of publishing outstanding, locally relevant textbooks at affordable prices. Research indicates that textbook usage impacts directly on improving pass rates and we contribute to increasing the output of quality graduates into the economy via our annual Student2Book promotional campaigns. Juta also publishes Key Links, the most widely CAPS-approved graded reading series in South Africa. This enables Juta to foster literacy among children at an early age in response to the 2008 OECD benchmarking study which showed that South African children scored lower in literacy and numeracy than any other participating country.

A significant impediment to the economic development South Africa remains the availability of a suitably trained workforce and for this reason **skills development** lies at the heart of our Juta business. A large number of employees are currently supported by company-funded bursaries to further studies in fields such as business management, law, publishing and digital content development. These employees are further enrolled in an internal mentorship programme which offers support to part time students.

Skills development is crucial the publishing industry which relies on specialised, highly trained knowledge and research workers. To this end, Juta supports the FP&M SETA internship

programmes by hosting a number of interns during the year, including students from CPUT and TSiBA. The various Juta business units engage in author development programmes to promote a research-driven publishing culture.

UCT Press, an imprint of Juta and Company, is a scholarly publisher committed to publishing high-quality, peer-reviewed monographs in the area of the broad Humanities with an African perspective but with a wide local and international appeal. Publishing in print, **e-book**, and digital formats, the press also advocates open access to publications wherever possible to promote the widest dissemination and discoverability of research texts for students and academics. Our emphasis on encouraging local academic research through UCT Press builds local capacity in scholarly excellence while creating a forum for important intellectual debate. Titles for publication under the UCT Press imprint are approved by the UCT Press Editorial Board which comprises faculty members of the University of Cape Town.

Juta has identified **transformation in education** as a primary focus for our Social Responsibility and Corporate Social Investment programmes. Juta regularly donates reading material such as textbooks and educational readers to worthy causes:

Juta supports TSiBA, a not-for-profit provider of Higher Education conferring accredited business degrees to deserving previously disadvantaged students through textbook donations, lecturing contributions, mentoring and internship opportunities.

Juta employees regularly contribute to **social upliftment** initiatives in their personal and professional capacities. The Juta Fun Committee arranges events in which Juta employees support worthy causes by giving of their time and skills in a collegial atmosphere. Juta actively supports ad-hoc requests for sponsorship and donations and we favour initiatives which are aligned to our business imperatives or those which seek to promote education and social upliftment causes.

Juta's Enterprise Development activities have assisted Pimp my Book, a black SME, with resources to further their endeavours to provide second-hand textbooks to tertiary students. Juta also provides pupil advocates free access to essential legal content during their year of pupillage.

'Transformation' in the current South African context is understood at Juta to mean the socio-economic upliftment of previously disadvantaged black individuals, coupled with equitable representation at all levels of industry with full and fair participation in the economy. In 2012 Juta was acquired by Kagiso Media Pty Ltd. According to the B-BBEE codes, Juta is independently rated a Level 2 contributor (see B-BBEE scorecard). Through a concerted company effort we improved our scorecard from a Level 5 four years ago by focusing on procurement practices, enterprise development, recruitment and development policies. While B-BBEE scores are important for securing tenders in the South African economy, at Juta we choose to go beyond compliance: we engage in ongoing conversations on transformation with the Juta Board as well as our staff Employment Equity Forum. Representation at senior levels, enterprise development and CSR plans are earmarked as areas of focus with the proviso that no transformation initiative should unfairly disadvantage existing employees or the overall viability of the business, but should ultimately serve the interests of societal and economic advancement.

Juta's Employment Equity Forum is a valuable consultative platform for discussing transformation and reflects diverse staff interests at various levels in Juta. The forum is entrusted with ensuring that Juta strives to promote fairness, eliminate unfair discrimination and implementation the goals of employment equity in order to encourage equal participation by staff of all ethnic groups, cultures and religions. Our annual Juta Climate Survey monitors the views of staff in this regard and responses are consistently and overwhelmingly favourable.

As a publisher Juta is committed to sourcing print suppliers who comply with ecologically sound, ethical industry standards and certifications to ameliorate our carbon footprint. These suppliers are selected for using paper made from trees grown in renewable

forests, making use of vegetable-based inks, chemical-free printing plates and their responsible recycling of waste materials. Our concerted shift towards e-products and electronic delivery of information contributes to reducing our overall environmental impact. We also regularly review our practices and supplier value chain to enable us to build a comprehensive Reduction of Environmental Impact Plan.

In the interest of the sustainability of the company, the Juta Board upholds the principles of good governance outlined in The King III report on Corporate Governance and the recommendations on best practice in the Report. We subscribe to the notion of transparency and accountability and are confident that good governance is practiced and risk mitigated. Juta's executive leadership place an enormous focus on conducting business ethically.

We do not engage in underhand or anti-competitive practices and seek to achieve a balance between tender revenues and ordinary sales. Government remains an important and valued customer and by sustaining our consultative, professional key account relationships, not only will we remain above reproach, but also serve as a model of best practice to the economic community.

By continually addressing these issues that impact the economic prosperity of the country, social upliftment of South Africa's people, and our environment, we ensure Juta's relevance, longevity and legitimacy, securing the long-term sustainability of the company.

Lynne Du Toit
CEO

Eltie Links
Chairman



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