



GRI-4 indicator	Description	Response / Data value FY2018	Page no.
STRATEGY AND ANALYSIS			
G4-1	Overall vision and strategy for the short term, medium term, and long term, with regard to managing the significant economic, environmental and social impacts that the organization causes and contributes to, or the impacts that can be linked to its activities as a result of relationships with others (such as suppliers, people or organizations in local communities).	-	15; 16; 17; 18; 29; 73-75
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization.	Alviva Holdings Limited	2
	Industry	ICT	2
G4-28	Reporting period	1 July 2017 to 30 June 2018	4
G4-28	Month of financial year-end	June	4
G4-32	Is the report GRI compliant	Yes	3; 76
G4-32	GRI-4 application level	Core option	3; 76
G4-33	Integrated report assured	Yes. Combined assurance.	5; 38; 40-41
G4-33	Integrated report assured - If so, by whom?	Yes. Combined assurance, including External and Internal Audit	5; 38; 40-41
G4-4	Primary brands, products, and services	ICT	2; 12
G4-5	Location of the organization's headquarters	Midrand	2
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Botswana, Mozambique, Namibia, Zambia, Zimbabwe & Kenya.	4; 11
G4-7	Nature of ownership and legal form.	Listed company on JSE	2
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	-	2; 11
G4-9	Scale of the organization.	-	12-13
G4-10	Total number of employees by employment contract and gender.	-	87; 88
G4-10	Total Number of Employees	3 034	87
G4-10	Total Number of Contractors	563	87
G4-10	Total Number of Employees and Contractors	3 597	87
G4-10	Percentage of employees who are 'permanent'	84,35%	87
G4-11	Percentage of employees who belong to a Trade Union	4,56%	92
G4-12	The organization's supply chain.	-	11; 12-13; 48-51
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	Acquisitions	20; 157; 181-188
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	Yes	42-47; 85
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	-	
G4-15	King IV compliance checklist.	Yes	28-39
G4-15	Has the company made a CDP submission?	-	

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-15	Has the company made a WDP submission?	-	
G4-16	Memberships of associations. Member of any industry specific regulatory body.	ISO certification Green Building Council SAPVIA and SAAEA	103-104
G4-16	Is the company a signatory of the UN Global Compact?	Subscribes to principles as contained in Social and Ethics Committee Terms of Reference.	71; 74; 76
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	List of all entities included in the organization's consolidated financial statements or equivalent documents.	-	12-13; 153 157
G4-18	The process for defining the report content and the Aspect Boundaries. Explanation of how the organization has implemented the Reporting Principles for Defining Report Content.	-	77
G4-19	Material aspects identified in the process for defining report content.	-	79
G4-20	For each material Aspect, the Aspect Boundary within the organization, and whether the Aspect is material within the organization.		77-79
G4-21	For each material Aspect, the Aspect Boundary outside the organization, as follows: • Whether the Aspect is material outside of the organization.	-	77
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements.		8
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	-	77
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organization.	-	48
G4-25	The basis for identification and selection of stakeholders with whom to engage.	-	22
G4-26	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	-	49-51
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Not reported during the reporting period.	
REPORT PROFILE			
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	June 2018	4; 80
G4-29	Date of most recent previous report (if any).	June 2017	
G4-30	Reporting cycle (such as annual, biennial).	Annual	80
G4-31	Contact point for questions regarding the report or its contents.	Company Secretary	5
G4-32	Report on the 'in accordance' option the organization has chosen.	Global Reporting Initiative	76
G4-33	The organization's policy and current practice with regard to seeking external assurance for the report.	-	5; 40-41
G4-33	Has the AA1000AS Assurance Standard been used by the assurance provider?	Indirectly. Institute of Internal Auditors IPPF framework applied.	
G4-33	Has the ISAE3000 Assurance Standard been used by the assurance provider?	Indirectly. Institute of Internal Auditors IPPF framework applied.	
G4-33	Has the assurance provider identified specific data points that have been tested?	Indirectly. Institute of Internal Auditors IPPF framework applied.	

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
GOVERNANCE			
G4-34	The governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	-	27; 32-33;
G4-38	Number of Board Members	6	24-25
G4-38	Number of Board Members who are Non-Executive	4	24-25
	Percentage of Board Members who are Non-Executive	67%	25
G4-38	Number of Board Members who are deemed 'Independent'	3	24-25
	Percentage of Board Members who are deemed 'Independent'	50%	25
G4-38	Number of Board Members who are deemed 'HDSA'	3	24-25
	Percentage of Board Members who are deemed 'HDSA'	50%	25
G4-38	Number of Board Members who are Women	3	24-25
	Percentage of Board Members who are Women	50%	25
G4-38	Average Length of Executive Director Service (in years)	4,00	24-25
G4-38	Average Length of Non-Executive Director Service (in years)	7,63	25
G4-38	Average Length of Director (full Board) Service (in years)	6,42	24-25
G4-39	Independence of Board Chairman	No	31
	Number of Prescribed Officers	1	68; 70; 117; 197; 198
ETHICS AND INTEGRITY			
G4-56	The organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	-	15; 28; 29; 74
CATEGORY: ECONOMIC			
ASPECT: ECONOMIC PERFORMANCE			
G4-EC1	The direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations.	R	13 628 916 000 6; 7; 8; 81
	Direct economic value generated and distributed		
G4-EC1	Rand Value of Total Revenue Generated	R	13 628 916 000 6; 7; 8; 81
	Rand Value of Total Revenue Generated per Employee	R	4 492 061,96
G4-EC1	Rand Value of Net Profit Generated	R	417 324 000 6; 7; 8; 81
	Percentage of Net Profit Generated in South Africa		96% 80
	Rand Value of Net Profit per Employee	R	137 549,11
G4-EC1	Rand Value of Total Compensation Paid to Employees and Contractors, including wages and benefits	R	1 273 532 000 91; 130
	Average Compensation per Employee and Contractors (Rands)	R	354 053,93
G4-EC1	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains on the Exercise of Share Options	R	12 499 000 198
	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options	R	6 249 500
	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding 'Gains'		17,65
G4-EC1	Total Rand Value of Gains on the Exercise of Share Options - Executive Directors	R	9 279 000
	Average Compensation per Executive Director (Rands) - Including 'Gains on the exercise of share options'	R	10 889 000
	Ratio: Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Including 'Gains'		30,76
G4-EC1	Total Compensation Paid to Prescribed Officers - Excluding Gains on the Exercise of Share Options	R	3 941 000 198
	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains on the Exercise of Share Options		5 480 000
	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding Gains		15,48
G4-EC1	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers	R	1 326 000

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains on share options exercised'	R 9 015 000	
	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including 'Gains'	25,46	
	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee	0,39	
	Rand Value of Total Discretionary/Measured Spend (NEW)	R 5 007 239 400	102
	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend	R 2 569 248 048	
G4-EC1	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government	R -	
	Rand Value of Funds Invested in Research & Development	No material investment due to nature of company.	
G4-EC1	Rand Value of Dividends Paid to Shareholders	R 39 662 000	131; 132
G4-EC1	Rand Value of Earnings Retained	R 207 181 000	131
G4-EC1	Rand Value of Corporate Social Investment (CSI) / Socio-economic Development (SED) expenditures - Reported	R 7 647 605	102
G4-EC1	Rand Value of CSI/SED Spend on Education	R 7 647 605	
G4-EC1	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	R -	
G4-EC1	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	R -	
G4-EC1	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	R -	
G4-EC1	Rand Value of CSI/SED Spend on Infrastructure Development	R -	
G4-EC1	Rand Value of CSI/SED Spend on Arts, Sports & Culture	R -	
G4-EC1	Rand Value of CSI/SED Spend on Other	R -	
	Rand Value of CSI/SED Spend on Environmental Management Projects	R -	
	Rand Value of CSI/SED Spend on Small Business Development Projects	R -	
	Total Rand Value of CSI/SED Spend - Calculated	R 7 647 605	102
	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands	R -	
	Variance between Total CSI/SED Spend Reported...versus Calculated - Percentage	R -	
	CSI Spend as a percentage of Net Profit after Tax (NPAT)	1,83%	
G4-EC1	Rand Value of Enterprise Development Spend (i.e. support for small business)	R 36 578 310	
G4-EC2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure.	-	
Financial implications and other risks and opportunities for the organization's activities due to climate change			
G4-EC3	Estimated value of liabilities.	Note 29.2	129 ;190; 191; 196
Coverage of the organization's defined benefit plan obligations			
G4-EC4	Total monetary value of financial assistance received by the organization from governments during the reporting period.	-	
Financial assistance received from government			
ASPECT: MARKET PRESENCE			
G4-EC5	Minimum wage rules.	-	
Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation			

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-EC6 Proportion of senior management hired from the local community at significant locations of operation	The percentage of senior management at significant locations of operation that are hired from the local community.		
ASPECT: INDIRECT ECONOMIC IMPACTS			
G4-EC7 Development and impact of infrastructure investments and services supported	The extent of development of significant infrastructure investments and services supported.	-	
G4-EC7 G4-EC8 Significant indirect economic impacts, including the extent of impacts	Does the report include a comprehensive discussion of returns on CSI? Significant identified positive and negative indirect economic impacts the organization has.	- -	98
ASPECT: PROCUREMENT PRACTICES			
G4-EC9 Proportion of spending on local suppliers at significant locations of operation	The percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally).	-	82; 102
G4-EC9	HDSA Procurement Spend: Percentage of Total Measured Spend	51,31%	
CATEGORY: ENVIRONMENTAL			
ASPECT: MATERIALS			
G4-EN1 Materials used by weight or volume	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.	Not reported during the reporting period - confirmed as not material.	
G4-EN2 Percentage of materials used that are recycled input materials	Percentage of recycled input materials used to manufacture the organization's primary products and services.	Not reported during the reporting period - confirmed as not material.	
ASPECT: ENERGY			
G4-EN3 Energy consumption within the organization	Total fuel consumption; Electricity consumption.	Fuel : 186,894.34 litres Electricity : 9,501,097.21 KWh	83
G4-EN3 a)	Total Direct Energy Consumption (Gigajoules, GJ) – i.e., from fuels burned (GJ)	7 214,12	83
G4-EN3 c)	Total Indirect Energy Consumption (Gigajoules, GJ) – i.e., from electricity consumed (GJ)	34 203,95	83
G4-EN3 c)	Total Electricity Consumption (MWh)	9 501,10	83
G4-EN3 e)	Total Energy Consumption in Gigajoules - calculated (NEW)	41 418,07	83
	Does the company report a target for electricity consumption, or reductions, against a specific denominator (e.g. per PHW) (NEW)	No	
	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO2e) - calculated	498,63	83

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-EN4	Energy consumed outside of the organization, in joules.	-	
Energy consumption outside of the organization			
G4-EN5	Report the energy intensity ratio.	-	
Energy intensity			
G4-EN5	Total Direct Energy Consumed per person hour worked (MJ / HW)	1,099558	
G4-EN5	Total Indirect Energy Consumed per person hour worked (MJ / HW)	5,213279	
G4-EN5	Total Electricity Consumed per person hour worked (MWh / HW)	0,001448	
G4-EN6	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	-	
Reduction of energy consumption			
G4-EN7	The reductions in the energy requirements of sold products and services achieved during the reporting period.	-	85-86
Reductions in energy requirements of products and services			
ASPECT: WATER			
G4-EN8	Total Water Consumption (Kilolitres, or Kl)	40 899,59	
Total water withdrawal by source			
	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)	6,233811741	
	Does the company report a target for water consumption, or reduction, against a specific denominator (e.g. per PHW). (NEW)	No	
G4-EN9	The total number of water sources significantly affected by withdrawal by type.	Not reported during the reporting period - confirmed as not material.	
Water sources significantly affected by withdrawal of water			
G4-EN10	Total volume of water recycled and reused by the organization.	Not reported during the reporting period - confirmed as not material.	
Percentage and total volume of water recycled and reused			
ASPECT: BIODIVERSITY			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not reported during the reporting period - confirmed as not material.	
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
<p>G4-EN12</p> <p>Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas</p>	<p>The nature of significant direct and indirect impacts on biodiversity.</p>	<p>Not reported during the reporting period - confirmed as not material.</p>	
<p>G4-EN13</p> <p>Habitats protected or restored</p>	<p>The size and location of all habitat protected areas or restored areas, and whether the success of the restoration measure was or is approved by independent external professionals.</p>	<p>Not reported during the reporting period - confirmed as not material.</p>	
<p>G4-EN14</p> <p>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk</p>	<p>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:</p>	<p>Not reported during the reporting period - confirmed as not material.</p>	
<p>G4-EN15</p>	<p>Carbon Emissions - Scope 1</p>	<p>Not reported during the reporting period - confirmed as not material.</p>	
<p>G4-EN16</p>	<p>Carbon Emissions - Scope 2</p>	<p>Not material</p>	

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-EN17	Carbon Emissions - Scope 3	Not reported during the reporting period - confirmed as not material.	
G4-EN18	Average Volume of Carbon Emissions per Person Hour Worked (Tons CO2e / HW)	0,0000760	
G4-EN19	Does the company report a target for carbon emissions, or reduction, against a specific denominator (e.g. per PHW). (NEW)	No	
ASPECT: EFFLUENTS AND WASTE			
G4-EN22	The total volume of planned and unplanned water discharges.	Not applicable.	
	Total water discharge by quality and destination		
G4-EN23	The total weight of hazardous and non-hazardous waste. (Tons)	451 030	83
	Total weight of waste by type and disposal method		
G4-EN23	Total Volume of Non-Hazardous Waste Disposed (Tons)	190 551	83; 84
	Average Volume of Non-Hazardous Waste per Person Hour Worked (Tons / HW)	0,029	
G4-EN23/EN-25	Total Volume of Hazardous Waste Disposed (Tons)		
G4-EN23	Total Volume of Waste sent for Recycling (Tons)	260 479	83; 84
	Percentage of Waste disposed of that is sent for recycling	57,75%	83
G4-EN24	Total number and total volume of recorded significant spills.	-	
	Total number and volume of significant spills		

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-EN25 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Total weight for each of the following: <ul style="list-style-type: none"> • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated 	-	
G4-EN26 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	Water bodies and related habitats that are significantly affected by water discharges based on the criteria described in the Compilation section below.	Not reported during the reporting period - confirmed as not material.	
ASPECT: PRODUCTS AND SERVICES			
G4-EN27 Extent of impact mitigation of environmental impacts of products and services	Quantitative data covering the extent to which environmental impacts of products and services have been mitigated during the reporting period.	Not reported during the reporting period - confirmed as not material.	
G4-EN28 Percentage of products sold and their packaging materials that are reclaimed by category	The percentage of reclaimed products and their packaging materials for each product category. (Kg)	Not reported during the reporting period - confirmed as not material.	
ASPECT: COMPLIANCE			
G4-EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Significant fines and non-monetary sanctions in terms of: <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions • Cases brought through dispute resolution mechanisms 		87

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
ASPECT: TRANSPORT			
G4-EN30 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason.	-	
ASPECT: OVERALL			
G4-EN31 Total environmental protection expenditures and investments by type	Total environmental protection expenditures by: • Waste disposal, emissions treatment, and remediation costs • Prevention and environmental management costs	-	
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT			
G4-EN32 Percentage of new suppliers that were screened using environmental criteria	The percentage of new suppliers that were screened using environmental criteria.	-	
G4-EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken	The number of suppliers subject to environmental impact assessments.	-	
CATEGORY: SOCIAL			
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK			
ASPECT: EMPLOYMENT			
G4-LA1 Total number and rates of new employee hires and employee turnover by age group, gender and region	The total number and rate of new employee hires during the reporting period, by age group, gender and region. The total number and rate of employee turnover during the reporting period, by age group, gender and region.	640	87-90
G4-LA1 b)	Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)	17,8%	91
	Total Number of Person Hours Worked (PHW) - Reported	6 560 928	
	Total Number of Person Hours Worked (HW) - Calculated (i.e., 1 824 HW multiplied by total workforce at year end)	6 560 928	
	Variance in HW reported, versus calculated (percentage)	0	
	Total number of employees trained, including internal and external training interventions	2327	94-96
	Rand Value of Employee Training Spend	R 26 729 752,58	94

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-LA2	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.	-	
G4-LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation		
G4-LA3	Total number of employees that were entitled to parental leave, by gender. Return to work and retention rates after parental leave, by gender	-	
ASPECT: LABOR/MANAGEMENT RELATIONS			
G4-LA4	The minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them.	-	92
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		
ASPECT: OCCUPATIONAL HEALTH AND SAFETY			
G4-LA5	The level at which each formal joint management-worker health and safety committee typically operates within the organization.	100%	92
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs		
G4-LA6	Types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce.	Incidents: 47 Medical Treatment and First Aid Cases: 41 (avg 3.4 per month) Lost Time Injuries: 6 (avg 0.5 per month) LTIFR: 0.1829 TRIFR:1.4327	93
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender		
G4-LA6	Total number of Person Days lost due to Absenteeism	12 699	
G4-LA6	Percentage of Total Person Days lost due to Absenteeism - Calculated or Reported	1,35%	
G4-LA6	Total number of Person Days lost due to Industrial Action (i.e., strike action)	0	
G4-LA6	Percentage of Total Person Days lost due to Industrial Action - Calculated or Reported	0,000%	
G4-LA6	Number of Fatalities (i.e., injuries on duty leading to death...excluding the deaths of workers not occurring 'at work')	0	

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-LA6	Number of First Aid Cases (FACs, i.e., injuries on duty leading to minor treatments, such as a plaster or a pain tablet)	31	
G4-LA6	Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)	10	
G4-LA6	Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	6	
G4-LA6	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported	47	
	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated	47	
G4-LA6	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Reported	0	
	Fatal Injury Frequency Rate (FIFR, i.e., number of Fatalities per 200 000 person hours worked) - Calculated	0	
G4-LA6	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Reported	0,182900955	93
G4-LA6	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Calculated	0,182900955	
G4-LA6	Total Recordable Injury Frequency Rate (TRIFR) - Reported	1,432724151	93
	Total Recordable Injury Frequency Rate (TRIFR) - Calculated	1,432724151	
	Does the company report a LTIFR and/or TRIFR target? (NEW)	No	
	Total Number of Employees & Contractors receiving Voluntary Counselling and Testing (VCT) for HIV/AIDS (i.e. counselled)	-	
	Total Number of Employees & Contractors Tested for HIV/AIDS	661	93
G4-LA7	High risk of specific diseases.	-	
	Workers with high incidence or high risk of diseases related to their occupation		
G4-LA8	Formal agreements with trade unions covering health and safety.	-	
	Health and safety topics covered in formal agreements with trade unions		
ASPECT: TRAINING AND EDUCATION			
G4-LA9	The average hours of training that the organization's employees have undertaken during the reporting period, by:	-	95
	Average hours of training per year per employee by gender, and by employee category		
	• Gender		
	• Employee category		
G4-LA10	Type and scope of programs implemented and assistance provided to upgrade employee skills.	-	94
	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings		

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	The percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	-	94
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	The percentage of individuals within the organization's governance bodies.	-	25; 31; 32
	Percentage of Management (Top and Senior) who are deemed 'HDSA'	31%	90
G4-LA12	Percentage of employees who are deemed 'HDSA' (historically disadvantaged)	66%	88
G4-LA12	Percentage of employees who are women	35%	88
G4-LA12	Average Age of Directors (in years)	54	89; 24; 25
	Overall Board and Committee Meeting attendance.	-	26; 54; 70; 107
	Auditor Remuneration: % of Non-audit Fees	Note 20. No non-audit fees paid.	108; 173
	Auditor's Rotation Period / Length of Current Auditor's service	-	109

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN			
G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	The ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	-	
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES			
G4-LA14 Percentage of new suppliers that were screened using labour practices criteria	The percentage of new suppliers that were screened using labour practices criteria.	-	
G4-LA15 Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	The number of suppliers subject to impact assessments for labour practices. The number of suppliers identified as having significant actual and potential negative impacts for labour practices.	-	
ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS			
G4-LA16 Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Grievances about labour practices filed through formal grievance mechanisms during the reporting period.	-	
SUB-CATEGORY: HUMAN RIGHTS			
ASPECT: INVESTMENT			
G4-HR1 Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. Definition of 'significant investment agreements' used by the organization.	-	

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
<p>G4-HR2</p> <p>Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained</p>	<p>Training on human rights policies or procedures.</p>	-	
ASPECT: NON-DISCRIMINATION			
<p>G4-HR3</p> <p>Total number of incidents of discrimination and corrective actions taken</p>	<p>Incidents of discrimination during the reporting period.</p>	-	96
ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
<p>G4-HR4</p> <p>Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights</p>	<p>Employee rights to exercise freedom of association or collective bargaining.</p>	-	96

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
ASPECT: CHILD LABOR			
<p>G4-HR5</p> <p>Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour</p>	<p>Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labour • Young workers exposed to hazardous work 	-	97
ASPECT: FORCED OR COMPULSORY LABOR			
<p>G4-HR6</p> <p>Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour</p>	<p>Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour.</p>	-	97
ASPECT: SECURITY PRACTICES			
<p>G4-HR7</p> <p>Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations</p>	<p>Security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.</p>	-	97
ASPECT: INDIGENOUS RIGHTS			
<p>G4-HR8</p> <p>Total number of incidents of violations involving rights of indigenous peoples and actions taken</p>	<p>Violations involving the rights of indigenous peoples during the reporting period.</p>	-	
ASPECT: ASSESSMENT			
<p>G4-HR9</p> <p>Total number and percentage of operations that have been subject to human rights reviews or impact assessments</p>	<p>Number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	-	97

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT			
G4-HR10 Percentage of new suppliers that were screened using human rights criteria	New suppliers that were screened using human rights criteria.	-	97
G4-HR11 Significant actual and potential negative human rights impacts in the supply chain and actions taken	Suppliers subject to human rights impact assessments.	-	97
ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS			
G4-HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Grievances about human rights impacts filed through formal grievance mechanisms.	-	
SUB-CATEGORY: SOCIETY			
ASPECT: LOCAL COMMUNITIES			
G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs	Operations with implemented local community engagement, impact assessments, and development programs.	-	97-98
G4-SO2 Operations with significant actual and potential negative impacts on local communities	Operations with significant actual and potential negative impacts on local communities.	-	
ASPECT: ANTI-CORRUPTION			
G4-SO3 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Operations assessed for risks related to corruption. Significant risks related to corruption identified through risk assessment.	Risk register	99; 42-47

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-SO4 Communication and training on anti-corruption policies and procedures	Governance body members that the organization's anti-corruption policies and procedures have been communicated to.	Risk register	99; 42-47
G4-SO5 Confirmed incidents of corruption and actions taken	Number and nature of confirmed incidents of corruption. Legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	No incidents reported in current year.	99
ASPECT: PUBLIC POLICY			
G4-SO6 Total value of political contributions by country and recipient/beneficiary	Monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	-	99
ASPECT: ANTI-COMPETITIVE BEHAVIOR			
G4-SO7 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	Legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	-	100
ASPECT: COMPLIANCE			
G4-SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Significant fines and non-monetary sanctions in terms of: <ul style="list-style-type: none"> • Total monetary value of significant fines • Total number of non-monetary sanctions • Cases brought through dispute resolution mechanisms 	-	100
ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY			
G4-SO9 Percentage of new suppliers that were screened using criteria for impacts on society	Percentage of new suppliers that were screened using criteria for impacts on society.	-	
G4-SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken	Suppliers subject to assessments for impacts on society.	-	100

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY			
G4-SO11 Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Grievances about impacts on society filed through formal grievance mechanisms during the reporting period.	-	100
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: CUSTOMER HEALTH AND SAFETY			
G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Significant product and service categories for which health and safety impacts are assessed for improvement.	-	
G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period.	-	
ASPECT: PRODUCT AND SERVICE LABELING			
G4-PR3 Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Whether the following product and service information is required by the organization's procedures for product and service information and labelling: <ul style="list-style-type: none"> • The sourcing of components of the product or service • Content, particularly with regard to substances that might produce an environmental or social impact • Safe use of the product or service • Disposal of the product and environmental/social impacts 	-	100

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
G4-PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling.	-	
G4-PR5 Results of surveys measuring customer satisfaction	Results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period.	-	
ASPECT: MARKETING COMMUNICATIONS			
	<p>a. Report why the Aspect is material. Report the impacts that make this Aspect material.</p> <p>b. Report how the organization manages the material Aspect or its impacts.</p> <p>c. Report the evaluation of the management approach, including:</p> <ul style="list-style-type: none"> • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach 		
G4-PR6 Sale of banned or disputed products	<p>Whether the organization sells products that are:</p> <ul style="list-style-type: none"> • Banned in certain markets • The subject of stakeholder questions or public debate 	-	
G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	Number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.	-	
ASPECT: CUSTOMER PRIVACY			
G4-PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>Substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> • Complaints received from outside parties and substantiated by the organization • Complaints from regulatory bodies 	-	100

GRI-4 indicator	Description	Response / Data value FY2018	Page no.
ASPECT: COMPLIANCE			
G4-PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	-	100

