



alviva  
HOLDINGS

**GRI**  
index  
2020

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This table provides for cross-references to where GRI performance indicators are discussed in Alviva's integrated annual report 2020. The integrated annual report is available on Alviva's website: <https://alviva.com/report/june2020/>. References to the integrated annual report is indicated with the relevant page numbers as indicated below. Square brackets "[ ]" in the body text of the integrated annual report refer back to the GRI index below. To provide for better interpretation of the data, the table also provides for data in addition to GRI requirements.

Where Alviva did not report on an indicator, it could be that the topic is not material to Alviva's operations. Non-reporting could also be due to the fact that sustainability reporting is in the process of being refined. Ongoing efforts will be made to ensure that material elements will receive the necessary consideration in daily operations as well as to improve indicator coverage and data collection going forward.

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## GENERAL DISCLOSURES

## ORGANIZATIONAL PROFILE

GRI 102-1	Name of the organization	Alviva Holdings Limited	4
	Industry	ICT	4
GRI 102-2	Primary brands, products, and services	ICT Distribution; Solutions and Services; Financial Services	4;14
GRI 102-2	Whether the organization sells products that are: <ul style="list-style-type: none"> <li>• Banned in certain markets</li> <li>• The subject of stakeholder questions or public debate</li> </ul>		
GRI 102-3	Location of the organization's headquarters	Midrand	4
GRI 102-4	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	Angola, Botswana, Ethiopia, Kenya, Mozambique, Mauritius, Namibia, Nigeria, Qatar, South Africa, Tanzania, UAE, Zambia, Zimbabwe	13
GRI 102-5	Nature of ownership and legal form.	Public Company - Listed on the Johannesburg Stock Exchange	4
GRI 102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	-	4;13
GRI 102-7	Scale of the organization.	-	14
GRI 102-8	Total number of employees by employment contract and gender.	3257	104;114
	Total Number of Employees	2829	104
	Total Number of Contractors	428	104
	Total Number of Employees and Contractors	3257	104
	Percentage of workforce (employees and contractors) operating in SA.	97%	
	Percentage of employees who are 'permanent'	87%	
GRI 102-9	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	-	13;14
GRI 102-10	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	-	25
GRI 102-11	Whether and how the precautionary approach or principle is addressed by the organization.	-	51;102
GRI 102-12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	-	32
	King IV compliance checklist.	-	32-48

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	Has the company made a CDP submission?		
	Has the company made a WDP submission?		
<b>GRI 102-13</b>	A list of the main memberships of industry or other associations, and national or international advocacy organizations.		
<b>GRI 102-13</b>	Is the company a signatory of the UN Global Compact?	Subscribes to principles as contained in Social and Ethics Committee Charter.	92

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<b>STRATEGY AND ANALYSIS</b>			
GRI 102-14	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).	-	17;18;19;34
GRI 102-15	Key impacts, risks and opportunities	-	48;51;57
<b>ETHICS AND INTEGRITY</b>			
GRI 102-16	The organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	-	17;32;33
GRI 102-17	Mechanisms for advice and concerns about ethics.	-	32;33
<b>GOVERNANCE</b>			
GRI 102-18	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.	-	31;37
GRI 102-19	Delegating authority	-	37
GRI 102-20	Executive-level responsibility for economic, environmental and social topics		
GRI 102-21	Consulting stakeholders on economic, environmental and social topics		
GRI 102-22	Number of Board Members	7	29
GRI 102-22	Number of Board Members who are Non-Executive	5	29-30
	Percentage of Board Members who are Non-Executive	71.40%	29-30
GRI 102-22	Number of Board Members who are deemed 'Independent'	4	29-30
	Percentage of Board Members who are deemed 'Independent'	57.14%	29-30
GRI 102-22	Number of Board Members who are deemed 'HDSA'	4	29-30
	Percentage of Board Members who are deemed 'HDSA'	57.14%	29-30
GRI 102-22	Number of Board Members who are Women	3	29-30
	Percentage of Board Members who are Women	42.85%	29-30
GRI 102-22	Average Length of Executive Director Service (in years)	6	30
GRI 102-22	Average Length of Non-Executive Director Service (in years)	6.9	29-30
GRI 102-22	Average Length of Director (full Board) Service (in years)	6.64	29-30
GRI 102-23	Independence of Board Chairman	No	35
	Number of Prescribed Officers	1	41
GRI 102-24	Nominating and selecting the highest governance body.	-	40
GRI 102-25	Conflicts of interest.	-	32
GRI 102-26	Role of highest governance body in setting purpose, values and strategy.	-	34
GRI 102-27	Collective knowledge of highest governance body	-	35
GRI 102-28	Evaluating the highest governance body's performance	-	42
GRI 102-29	Identifying and managing economic, environmental and social impacts	-	93
GRI 102-30	Effectiveness of risk management process	-	133
GRI 102-31	Review of economic, environmental and social topics	-	33
GRI 102-32	Highest governance body's role in sustainability reporting	-	92
GRI 102-33	Communicating critical concerns		
GRI 102-34	Nature and total number of critical concerns		
GRI 102-35	Remuneration policies	-	47;61
GRI 102-36	Process for determining remuneration	-	61
GRI 102-37	Stakeholders' involvement in remuneration	-	61
GRI 102-38	Annual total compensation ratio	-	61
GRI 102-39	Percentage increase in annual total compensation ratio	-	61

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<b>STAKEHOLDER ENGAGEMENT</b>			
GRI 102-40	List of stakeholder groups engaged by the organization.	-	57
GRI 102-41	Collective bargaining agreements	-	117
GRI 102-41	Percentage of employees who belong to a Trade Union	5.00%	107
GRI 102-42	The basis for identification and selection of stakeholders with whom to engage.	-	57
GRI 102-43	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.	-	57-59
GRI 102-44	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.	-	27
GRI 102-43; GRI 102-44	Results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period.		
<b>REPORT PROFILE</b>			
GRI 102-45	List of all entities included in the organization's consolidated financial statements or equivalent documents.	-	14
GRI 102-46	The process for defining the report content and the Topic Boundaries. Explanation of how the organization has implemented the Reporting Principles for Defining Report Content.	-	5
GRI 102-47	Material topics identified in the process for defining report content.	-	95
GRI 102-48	The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	-	7
GRI 102-49	Significant changes from previous reporting periods in the Scope and Topic Boundaries.	-	93
GRI 102-50	Reporting period (such as fiscal or calendar year) for information provided.	30-Jun-20	6
GRI 102-50	Reporting period	1 July 2019 to 30 June 2020	6
GRI 102-50	Month of financial year-end	June	6
GRI 102-51	Date of most recent previous report (if any).	30-Jun-19	
GRI 102-52	Reporting cycle (such as annual, biennial).	Annual	5
GRI 102-53	Contact point for questions regarding the report or its contents.	Company Secretary	7
GRI 102-54; GRI 102-55; GRI 102-56	Report on the 'in accordance' option the organization has chosen.	Global Reporting Standards 2018	5
GRI 102-54	Is the report GRI compliant	Yes	92
GRI 102-55	GRI application level	Core option	92
GRI 102-56	The organization's policy and current practice with regard to seeking external assurance for the report.	-	47;49;92
	Has the AA1000AS Assurance Standard been used by the assurance provider?	Indirectly. Institute of Internal Auditors IPPF framework applied.	131
	Has the ISAE3000 Assurance Standard been used by the assurance provider?	Indirectly. Institute of Internal Auditors IPPF framework applied.	131
	Has the assurance provider identified specific data points that have been tested?	Indirectly. Institute of Internal Auditors IPPF framework applied in FY2020	131
GRI 102-56	A description of the organisation's policy and current practice with regard to seeking external assurance for the report.		
GRI 102-56	Integrated report assured	Yes. Combined assurance.	49
GRI 102-56	Integrated report assured - If so, by whom?	Yes. Combined assurance, including External and Internal Audit	49-50

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## MANAGEMENT APPROACH

IDENTIFIED MATERIAL TOPICS AND BOUNDARIES			
GRI 103-1	For each material topic, the topic boundary within the organization, and whether the topic is material within the organization.	-	93;94
GRI 103-1	For each material topic, the topic boundary outside the organization, as follows: • Whether the topic is material outside of the organization.	-	93;94
GRI 103-2	The management approach and its components		
GRI 103-2	Grievances about labour practices filed through formal grievance mechanisms during the reporting period.	-	121
GRI 103-2	Grievances about human rights impacts filed through formal grievance mechanisms.		
GRI 103-2	Grievances about society impacts filed through formal grievance mechanisms.		
GRI 103-3	Evaluation of the management approach		

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## ECONOMIC

### GRI 201: ECONOMIC PERFORMANCE

GRI 201-1	Description	Response / Data value FY 2020	Page no.
	The direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization's global operations.		8;97;106;122
	Rand Value of Total Revenue Generated	14,804,000,000	8;10;151
	Percentage of Revenue Generated in South Africa		
	Rand Value of Total Revenue Generated per Employee	4,545,287	
	Rand Value of Net Profit Generated	136,875,000	8;10;151
	Percentage of Net Profit Generated in South Africa	81.00%	264
	Rand Value of Net Profit per Employee	42,025	
	Rand Value of Total Compensation Paid to Employees and Contractors, including wages and benefits	1,323,782,000	97;106
	Average Compensation per Employee and Contractors (Rands)	406,442	
	Total Rand Value of Compensation Paid to Executive Directors - Excluding Gains on the Exercise of Share Options	9,798,000	256
	Average Compensation per Executive Director (Rands) - Excluding Gains on the Exercise of Share Options	4,899,000	
	Ratio of Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Excluding 'Gains'	12.05	
	Total Rand Value of Gains on the Exercise of Share Options - Executive Directors	2,159,000	78
	Average Compensation per Executive Director (Rands) - Including 'Gains on the exercise of share options'	5,978,500	
	Ratio: Average Compensation paid to Executive Directors relative to Average Compensation Paid to Employees - Including 'Gains'	14.71	
	Total Compensation Paid to Prescribed Officers - Excluding Gains on the Exercise of Share Options	2,940,000	79
	Average Compensation per Executive Director & Prescribed Officers - Excluding Gains on the Exercise of Share Options	4,246,000	
	Ratio: Average Executive Directors & Prescribed Officers Compensation relative to Average Employee Compensation - Excluding Gains	10.45	
	Total Rand Value Gains on the Exercise of Share Options - Prescribed Officers	219,000	
	Average Compensation per Executive Director & Prescribed Officers - Including 'Gains on share options exercised'	5,038,667	
	Ratio: Average Executive Directors & Prescribed Officers relative to Average Employee Compensation - Including 'Gains'	12.40	
	Ratio of Net Profit After Tax per Employee to Average Compensation per Employee	0.10	
	Rand Value of Total Discretionary/Measured Spend (NEW)	5,611,138,388	122
	Rand Value of Historically Disadvantaged South African (HDSA) Procurement Spend	2,634,551,054	122
	Rand Value of Total Taxes Paid, inclusive of VAT, Income Tax, Royalties, Rates & Taxes, and all other payments to Government		
	Percentage of Taxes Paid in South Africa		
	Rand Value of Funds Invested in Research & Development	No material investment due to nature of company.	
	Rand Value of Dividends Paid to Shareholders	41,492	221
	Rand Value of Earnings Retained	2,345,484,000	150
	Ratio of Payments to Employees relative to Dividends paid to Shareholders	31904.51	
	Ratio of Payments to Government relative to Dividends paid to Shareholders	0	
	Rand Value of Corporate Social Investment (CSI) / Socio-economic Development (SED) expenditures - Reported	4,408,296	122
	Percentage of CSI/SED Spend invested in South Africa	4,408,296	
	Rand Value of CSI/SED Spend on Education	3,435,186	
	Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	328,485	
	Rand Value of CSI/SED Spend on Health, including HIV/AIDS	40255	
	Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	604,369	
	Rand Value of CSI/SED Spend on Infrastructure Development	0	
	Rand Value of CSI/SED Spend on Arts, Sports & Culture		
	Rand Value of CSI/SED Spend on Other	0	
	Rand Value of CSI/SED Spend on Environmental Management Projects	0	
	Rand Value of CSI/SED Spend on Small Business Development Projects	0	
	Total Rand Value of CSI/SED Spend - Calculated	4,408,296	122
	Variance between Total CSI/SED Spend Reported...versus Calculated - Rands		
	Variance between Total CSI/SED Spend Reported...versus Calculated - Percentage	0	
	CSI Spend as a percentage of Net Profit after Tax (NPAT)	3.22%	

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	Rand Value of Enterprise Development Spend (i.e. support for small business)	22,725,415	
<b>GRI 201-2</b>	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure.		
<b>GRI 201-3</b>	Coverage of the organisation's defined benefit obligations. Estimated value of liabilities.		
<b>GRI 201-4</b>	Total monetary value of financial assistance received by the organization from governments during the reporting period.		



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<b>GRI 202: MARKET PRESENCE</b>			
GRI 202-1	Minimum wage rules.		
GRI 202-2	The percentage of senior management at significant locations of operation that are hired from the local community.		
<b>GRI 203: INDIRECT ECONOMIC IMPACTS</b>			
GRI 203-1	The extent of development of significant infrastructure investments and services supported.	-	118
	Does the report include a comprehensive discussion of returns on CSI?		
GRI 203-2	Significant identified positive and negative indirect economic impacts the organization has.		
<b>GRI 204: PROCUREMENT PRACTICES</b>			
GRI 204-1	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).	-	98
	HDSA Procurement Spend: Percentage of Total Measured Spend	46.95%	122
<b>GRI 205: ANTI-CORRUPTION</b>			
GRI 205-1	Operations assessed for risks related to corruption. Significant risks related to corruption identified through risk assessment.		51;98
GRI 205-2	Governance body members that the organization's anti-corruption policies and procedures have been communicated to.		99
GRI 205-3	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 the reporting period.	99
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOUR</b>			
GRI 206-1	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.	-	99

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## ENVIRONMENTAL

### GRI 301: MATERIALS

<b>GRI 301-1</b>	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.		
<b>GRI 301-2</b>	Percentage of recycled input materials used to manufacture the organization's primary products and services.		
<b>GRI 301-3</b>	The percentage of reclaimed products and their packaging materials for each product category. (Kg)		

### GRI 302: ENERGY

<b>GRI 302-1</b>	Total fuel consumption; Electricity consumption.	Fuel: 139 898 litres Electricity: 7 907 MWh	100
	Total Direct Energy Consumption (Gigajoules, GJ) – i.e., from fuels burned (GJ)	5,400	100
	Total Indirect Energy Consumption (Gigajoules, GJ) – i.e., from electricity consumed (GJ)	28,465	100
	Total Electricity Consumption (MWh)	7,907	100
	Total Energy Consumption in Gigajoules - calculated (NEW)	33,865	100
	Does the company report a target for electricity consumption, or reductions, against a specific denominator (e.g. per PHW) (NEW)	No	
	Does the company report a target for total energy consumption or reductions, against a specific denominator (e.g. per PHW) (NEW)		
	Total Carbon Emissions (Tons of Carbon Dioxide equivalents, CO2e) - calculated	8,754	100
	Total Carbon Emissions includes the following mix - (OLD)		
<b>GRI 302-2</b>	Energy consumed outside of the organization, in joules.		
<b>GRI 302-3</b>	Report the energy intensity ratio.		
	Total Direct Energy Consumed per person hour worked (MJ / HW)	0.908973385	
	Total Indirect Energy Consumed per person hour worked (MJ / HW)	4.791468039	
	Total Electricity Consumed per person hour worked (MWh / HW)	0.001330973	
<b>GRI 302-4</b>	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.		
<b>GRI 302-5</b>	The reductions in the energy requirements of sold products and services achieved during the reporting period.	-	103

### GRI 303: WATER AND EFFLUENTS

<b>GRI 303-1</b>	Interactions with water as a shared resource		
<b>GRI 303-2</b>	Management of water discharge-related impacts	-	100
<b>GRI 303-3</b>	Water withdrawal		
<b>GRI 303-4</b>	Water discharge		
<b>GRI 303-5</b>	Water consumption		
	Total Water Consumption (Kilolitres, or Kl)	30,539	
	Average Volume of Water (Litres) Consumed per Person Hour Worked (l/HW)	5.14	
	Does the company report a target for water consumption, or reduction, against a specific denominator (e.g. per PHW). (NEW)	No	

### GRI 304: BIODIVERSITY

<b>GRI 304-1</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not applicable.	
<b>GRI 304-2</b>	The nature of significant direct and indirect impacts on biodiversity.	Not applicable.	
<b>GRI 304-3</b>	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.	Not applicable.	
<b>GRI 304-4</b>	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:	Not applicable.	

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<b>GRI 305: EMISSIONS</b>			
GRI 305-1	Carbon Emissions - Scope 1	Not applicable.	
GRI 305-2	Carbon Emissions - Scope 2	Not applicable.	
GRI 305-3	Carbon Emissions - Scope 3	Not applicable.	
GRI 305-4	Average Volume of Carbon Emissions per Person Hour Worked (Tons CO2e / HW)	0.00147	
GRI 305-5	Does the company report a target for carbon emissions, or reduction, against a specific denominator (e.g. per PHW). (NEW)	No	
GRI 305-6	Emissions of ozone-depleting substances (ODS)		
GRI 305-7	Nitrogen oxides (Nox), sulfur oxides (Sox) and other significant air emissions		
<b>GRI 306: WASTE</b>			
GRI 306-1	The total volume of planned and unplanned water discharges.		100
GRI 306-2	The total weight of hazardous and non-hazardous waste. (Tons)	304	101
	Total Volume of Non-Hazardous Waste Disposed (Tons)	184	101
	Average Volume of Non-Hazardous Waste per Person Hour Worked (Tons / HW)	0.00003	
	Total Volume of Hazardous Waste Disposed (Tons)		
	Average Volume of Hazardous Waste per Person Hour Worked (Tons / HW)	Not applicable.	
	Total Volume of Waste sent for Recycling (Tons)	120	101
	Percentage of Waste disposed of that is sent for recycling	40%	
GRI 306-3	Total number and total volume of recorded significant spills.		
GRI 306-4	Total weight for each of the following: • Hazardous waste transported • Hazardous waste imported • Hazardous waste exported • Hazardous waste treated	-	101
GRI 306-5	Water bodies and related habitats that are significantly affected by water discharges based on the criteria described in the Compilation section below.		
<b>GRI 307: ENVIRONMENTAL COMPLIANCE</b>			
GRI 307-1	Significant fines and non-monetary sanctions in terms of: • Total monetary value of significant fines • Total number of non-monetary sanctions • Cases brought through dispute resolution mechanisms	0	104
SEVERAL	Total environmental protection expenditures by: • Waste disposal, emissions treatment, and remediation costs • Prevention and environmental management costs		
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
GRI 308-1	The percentage of new suppliers that were screened using environmental criteria.		
GRI 308-2	The number of suppliers subject to environmental impact assessments.		

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## SOCIAL

### GRI 401: EMPLOYMENT

GRI 401-1	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.		104;106;115
	Employee Turnover (i.e., number of persons who departed relative to the total number of employees at year end)	19.00%	106
	Total Number of Person Hours Worked (PHW) - Reported	5,940,768	
	Total Number of Person Hours Worked (HW) - Calculated (i.e., 1 824 HW multiplied by total workforce at year end)	5,940,768	
	Variance in HW reported, versus calculated (percentage)	0	
	Total number of employees trained, including internal and external training interventions	1,915	112
	Percentage of employees trained in South Africa		
	Rand Value of Employee Training Spend	17,461,619	112
	Percentage of Training Spend in South Africa		
GRI 401-2	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.		
GRI 401-3	Total number of employees that were entitled to parental leave, by gender. The total number of employees that took parental leave, by gender.		

### GRI 402: LABOR/MANAGEMENT RELATIONS

GRI 402-1	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. Whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	-	107
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<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY</b>			
<b>GRI 403-1</b>	Occupational health and safety management system.		108
	Total number of Person Days lost due to Absenteeism	11,934	
	Percentage of Total Person Days lost due to Absenteeism - Calculated or Reported	1.41%	
	Total number of Person Days lost due to Industrial Action (i.e., strike action)	0	
	Percentage of Total Person Days lost due to Industrial Action - Calculated or Reported	0	
<b>GRI 403-2</b>	Hazard identification, risk assessment and incident investigation.	-	108
<b>GRI 403-3</b>	Occupational health services.	-	108
<b>GRI 403-4</b>	Worker participation, consultation and communication on occupational health and safety.	100%	108
<b>GRI 403-5</b>	Worker training on occupational health and safety.		108
<b>GRI 403-6</b>	Promotion of worker health.	-	109
	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		
	HIV/AIDS Prevalence Rate amongst employees		
	High risk of specific diseases.		
<b>GRI 403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	-	109
<b>GRI 403-8</b>	Workers covered by an occupational health and safety management system.	-	108
<b>GRI 403-9</b>	Work-related injuries.		109
	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: 29 Made Up Of First Aid : 12 Medical Treatment : 4 Lost Time : 13	109
	Number of Fatalities (i.e., injuries on duty leading to death...excluding the deaths of workers not occurring 'at work')	0	
	Number of First Aid Cases (FACs, i.e., injuries on duty leading to minor treatments, such as a plaster or a pain tablet)	12	109
	Number of Medical Treatment Cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days)	4	109
	Number of Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	13	109
	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Reported	29	109
	Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities - Calculated	29	109
	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	
	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Reported	0.4377	109
	Lost Time Injury Frequency Rate (LTIFR, i.e., Number of LTIs per 200 000 person hours worked) - Calculated	0.4377	109
	Total Recordable Injury Frequency Rate (TRIFR) - Reported	0.9763	
	Total Recordable Injury Frequency Rate (TRIFR) - Calculated	0.9763	
	Does the company report a LTIFR and/or TRIFR target? (NEW)	No	
<b>GRI 403-10</b>	Work-related ill health.	-	110

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<b>GRI 404: TRAINING AND EDUCATION</b>			
GRI 404-1	The average hours of training that the organization's employees have undertaken during the reporting period, by: • Gender • Employee category	-	112;113
GRI 404-2	Type and scope of programs implemented and assistance provided to upgrade employee skills.	-	111
GRI 404-3	The percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.		
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>			
GRI 405-1	The percentage of individuals within the organization's governance bodies in diversity categories.	-	29;35;36;37;38;39;40;41;113;114;115;116;
	Percentage of Management (Top and Senior) who are deemed 'HDSA'	30%	116
	Percentage of employees who are deemed 'HDSA' (historically disadvantaged)	63%	114
	Percentage of employees who are women	36%	114
	Average Age of Directors (in years)	57	29-30
	Overall Board and Committee Meeting attendance.	-	35-41
	Auditor Remuneration: % of Non-audit Fees	Note 27	218
	Auditor's Rotation Period / Length of Current Auditor's service	-	131
GRI 405-2	The ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.		
<b>GRI 406: NON-DISCRIMINATION</b>			
GRI 406-1	Incidents of discrimination during the reporting period.	0	117
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
GRI 407-1	Employee rights to exercise freedom of association or collective bargaining.	-	117
<b>GRI 408: CHILD LABOUR</b>			
GRI 408-1	Operations and suppliers considered to have significant risk for incidents of: • Child labour • Young workers exposed to hazardous work	-	117
<b>GRI 409: FORCED OR COMPULSORY LABOUR</b>			
GRI 409-1	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour.	-	117
<b>GRI 410: SECURITY PRACTICES</b>			
GRI 410-1	Security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.	-	118
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES</b>			
GRI 411-1	Violations involving the rights of indigenous peoples during the reporting period.		

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<b>GRI 412: HUMAN RIGHTS ASSESSMENT</b>			
GRI 412-1	Number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	-	118
GRI 412-2	Training on human rights policies or procedures.	-	118
GRI 412-3	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.		
<b>GRI 413: LOCAL COMMUNITIES</b>			
GRI 413-1	Operations with implemented local community engagement, impact assessments, and development programs.	-	118
GRI 413-2	Operations with significant actual and potential negative impacts on local communities.		
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT</b>			
GRI 414-1	The percentage of new suppliers that were screened using labour practices criteria.	-	120
GRI 414-1	New suppliers that were screened using human rights criteria.	-	120
GRI 414-1	Percentage of new suppliers that were screened using criteria for impacts on society.		
GRI 414-2	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.	-	118
GRI 414-2	Suppliers subject to human rights impact assessments.		
GRI 414-2	Suppliers subject to assessments for impacts on society.		
<b>GRI 415: PUBLIC POLICY</b>			
GRI 415-1	Monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	0	120
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>			
GRI 416-1	Significant product and service categories for which health and safety impacts are assessed for improvement.		
GRI 416-2	Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services within the reporting period.		
<b>GRI 417: MARKETING AND LABELING</b>			
GRI 417-1	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"> <li>• The sourcing of components of the product or service</li> <li>• Content, particularly with regard to substances that might produce an environmental or social impact</li> <li>• Safe use of the product or service</li> <li>• Disposal of the product and environmental/social impacts</li> </ul>	-	120
GRI 417-2	Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling.		
GRI 417-3	Number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.		

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<b>GRI 418: CUSTOMER PRIVACY</b>			
<b>GRI 418-1</b>	Substantiated complaints received concerning breaches of customer privacy, categorized by: <ul style="list-style-type: none"> <li>• Complaints received from outside parties and substantiated by the organization</li> <li>• Complaints from regulatory bodies</li> </ul>	-	120
<b>GRI 419: SOCIOECONOMIC COMPLIANCE</b>			
<b>GRI 419-1</b>	Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	-	121
<b>GRI 419-1</b>	Significant fines and non-monetary sanctions in terms of: <ul style="list-style-type: none"> <li>• Total monetary value of significant fines</li> <li>• Total number of non-monetary sanctions</li> <li>• Cases brought through dispute resolution mechanisms</li> </ul>	-	121