

IMPERIAL SUSTAINABLE DEVELOPMENT REPORT 2015

LOCATION OF GLOBAL REPORTING INITIATIVE (GRI) SPECIFIC STANDARD INDICATORS IN OUR REPORTING

Group-level material issue	Relevant GRI Aspect(s)	GRI indicator(s)	Indicator description	Relevant sections in our reporting	External assurance	Explanatory notes
Staffing for performance and succession	Employment	G4 - LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	No information has been received on this indicator	No	Systems are not yet in place to record this information comprehensively. Work to put these systems in place will be undertaken, with the aim of disclosing this data in our 2018 reporting.
	Training and education	G4 - LA9	Average hours of training per year per employee by gender and employee category	website/people/people development and pdf summary report pages 18 to 19	No	Training data is not disclosed by gender or employee category as systems are not yet in place to record this information comprehensively. Work to put these systems in place will be undertaken, with the aim of disclosing this data in our 2018 reporting.
	Diversity and equal opportunity	G4 - LA12	Composition of governance bodies and breakdown of employees according to gender, age group, minority group membership and other indicators of diversity	website/people/promotingworkforcediversity	No	The age of employees is not disclosed in our reporting, as this is not considered material to performance. Diversity data is given for employees in South Africa only, as 64% of the group's workforce are located in this region and diversity is a material issue for South African operations.
	Market presence	G4 - EC6	Proportion of senior management hired from the local community at significant locations of operation	website/people/ourapproachtalentmanagement	No	
Enhancing societal impact and legitimacy among all stakeholders	Economic performance	G4 - EC1	Direct economic value generated and distributed	Annual Integrated Report, value added statement, page 55	No	Payments to government per country are not currently disclosed, we aim to provide this information in our 2018 reporting.
	Indirect economic impacts	G4 - EC8	Significant indirect economic impacts, including the extent of impacts	website/socialimpact	No	

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Enhancing societal impact and legitimacy among all stakeholders	Labour/management relations	G4 - LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	n/a	n/a	In South Africa, where the bulk of our unorganised employees are located, the minimum notice period in terms of the country's Labour Relations Act, 66 of 1995 is four weeks for employees who have been employed for more than one year. We are fully compliant with this legislative requirement.
	Occupational health and safety	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 gender	website/roadsafety	The number of road fatalities was externally assured. The group's external assurance report can be found on the sustainable development website at xxx (Matt please include URL for external assurance statement)	Injury data is not disclosed by gender as systems are not yet in place to record this information. Work to put these systems in place will be undertaken with the aim of disclosing this data from our 2018 report. A group policy document stipulates a standard format and definitions for recording and reporting accident and injury data.
	Labour practices grievance mechanisms	G4 - LA16	Number of grievances about labour practices filed, addressed and resolved through formal grievance mechanisms	Sustainable development summary report page 11	No	Formal grievance mechanisms are in place, which comply with local legislation. However systems for collating information on the number of grievances relating to labour practices and their status are being refined, with the aim of disclosing this information from our 2018 reporting cycle.
	Non-discrimination	G4 - HR3	Total number of incidents of discrimination and corrective actions taken		No	No cases of discrimination were recorded during 2015
	Freedom of association and collective bargaining	G4 - HR4	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	No operations are currently at risk	No	Procurement is undertaken by each division and information relating to suppliers is not collated at a group level. Given the complex nature of our supply chains, it will be challenging to put such systems in place. During the forthcoming financial period, we envisage undertaking a review of our procurement systems to assess the feasibility of supplier screening and will report on progress in our 2016 report.

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Enhancing societal impact and legitimacy among all stakeholders	> Local communities	> G4 - S01	Percentage of operations with implemented local community engagement, impact assessments and development programmes	website/socialimpact	No	Although community engagement is undertaken by all operations in the Imperial Group as well as at a group level, formal impact assessments are not generally undertaken by operations. However, during the balance of the 2015 calendar year, we will be finalising a stakeholder assessment to inform our future social initiatives.
	Anti-corruption	G4 - S05	Confirmed incidents of corruption and actions taken	Five cases classified as corruption were received through our whistle-blowing hotline and all of these cases are either under investigation or have been resolved.	No	
	Customer privacy	G4 - PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	No grievances relating to impacts on society were received during the year	No	
	Compliance (product responsibility)	G4 - PR9	Monetary value of significant fines and total number of non-monetary sanctions for non compliance with laws and regulations concerning the provision and use of products and services	No significant fines or non-monetary sanctions for non compliance with laws and regulations concerning the provision and use of products and services were levied during the reporting period	No	
	Anti-competitive behaviour	G4 - S07	Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes	No legal actions were pending or completed during 2015 regarding anti-competitive behaviour	No	
	Compliance (environmental)	G4 - EN29	Monetary value of significant fines and total number of non-monetary sanctions for non compliance with environmental laws and regulations	No significant fines or non-monetary sanctions for non compliance with environmental laws and regulations were levied during the reporting period	No	
	Energy	G4 - EN3	Energy consumption within the organisation	website/environmentalperformance	Electricity purchased from municipalities was externally assured. The group's external assurance report can be found on the sustainable development website at xxx (Matt please include URL for external assurance statement)	

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Enhancing societal impact and legitimacy among all stakeholders	Emissions	G4 - EN15	Direct Greenhouse Gas (GHG) Emissions (Scope 1)	website/environmentalperformance	No	2011 GHG conversion protocols are being used in the collation of our data and this will be updated for the 2015 reporting cycle
		G4 - EN16	Energy indirect greenhouse Gas (GHG) Emissions (Scope 2)	website/environmentalperformance	Yes. The group's external assurance report can be found on the sustainable development website at xxx (Matt please include URL for external assurance statement)	2011 GHG conversion protocols are being used in the collation of our data and this will be updated for the 2015 reporting cycle
	Water	G4 - EN8	Total water withdrawal by source	website/environmentalperformance	No	
	Effluents and waste	G4 - EN24	Total number and volume of significant spills	website/environmentalperformance	No	
	Products and services (environmental impact)	G4 - EN27	Extent of impact mitigation of environmental impacts of products and services	website/environmentalperformance	No	

EXPLANATORY NOTE ON DISCLOSURES ON MANAGEMENT APPROACH

As sustainability strategy is set at a divisional level, disclosures on management approach are given by division in our reporting. See the divisional pages on our sustainable development report website where information is given on the management of the sustainability topics relevant to each division.